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^{*} Some or all data components for these tables were unavailable for FY13

EEOC FORM 715-01 PART A - D		Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT				
	For period covering Octob	per 1,2011 to Septem	ber 30,	2012		
PART A Department	1. Agency	Commodity Futures Trading Commission				
or Agency Identifying	1.a. 2nd level reporting component					
Information	1.b. 3rd level reporting component					
	1.c. 4th level reporting component					
	2. Address	1155 21st Street, NW				
	3. City, State, Zip Code	Washington	District	of Columbia 20581		
	4. CPDF Code 5. FIPS code(s)	4173	011			
PART B Total	1. Enter total number of permanent fu	ll-time and part-time emplo	yees	680		
Employment	2. Enter total number of temporary em	ployees		27		
	2. Enter total number of temporary em	ployees		0		
	4. TOTAL EMPLOYMENT [add lines	B 1 through 3]		707		
PART C Agency Official(s)	1. Head of Agency Official Title	Chairman, CFTC Gary C	Gensler			
Responsible For Oversight of EEO	2. Agency Head Designee	Executive Director Antho	ony Thon	npson		
Program(s)	3. Principal EEO Director/Official Official Title/series/grade	Director, Office of Divers	ity and I	nclusion Lorena Carrasco		
	4. Title VII Affirmative EEO Program Official	Diversity Program Mana	ger Derr	ick Wilson		
	5. Section 501 Affirmative Action Program Official	Chief Human Capital Off	ficer Catl	nerine McCoy		
	6. Complaint Processing Program Manager	Equal Employment Spec	cialist Ev	elyn Parker		
	7. Other Responsible EEO Staff					

EEOC FORM 715-01 PART A - D	715-01 FEDERAL AGENCY ANNUAL						
List of Subordinat	PART D ordinate Components Covered in This Report Subordinate Component and Locatio (City/State)		CPDF and FIPS codes				

EEOC FORM 715-01 PART E

U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Commodity Futures Trading Commission

For period covering October 1, 2012 to September 30, 2013

EXECUTIVE SUMMARY

Congress created the Commodity Futures Trading Commission (CFTC) in 1974 as an independent agency with the mandate to regulate commodity futures and option markets in the United States. The agency's mandate has been renewed and expanded several times since then, most recently by the Dodd-Frank Wall Street Reform and Consumer Protection Act, which includes regulating swaps and educating consumers about commodities fraud.

In FY 2012, the CFTC total workforce grew by 6.48%, and CFTCF continued to take steps to achieve a demographic profile consistent with the Civilian Labor Force. With the exception of Hispanic males and Black females, all race and national origin groups experiences a positive net change. The negative rate change contributed to the participation rate of Hispanic males (0.28%) being below the CLF (6.2%). Despite the negative net change for black females, the participation rate of black females (11.32%) continues to exceed the CLF (5.7 %). In the coming years, CFTC will implement strategies that result in a more efficient allocation of budget and resources by selecting targeted recruitment opportunities that advance both diversity gaps and core competency needs as identified in FY 2012:

Groups with low participation in the total workforce:

- Hispanics (1.6%) compared to the CLF (10.5%)
- American Indians (0%) compared to the CLF (0.6%)
- Women in senior management levels (29.7%) compared to the CFTC (42.3%)
- Persons with Disabilities in the total workforce (3.4%) and senior level managers (0.9%)

Groups with low participation in core occupations compared to the Relevant CLF:

- Women in the Economist series
- Hispanics in the Economist, Auditor, General Attorney, General Business, and Inspection & Compliance series
- Blacks in the Economist and General Business series
- American Indians in the Economist, Auditor, General Attorney, General Business, and Inspection & Compliance series
- Asian Americans/PI in the Economist series
- There are no persons with targeted disabilities in 4 of the 5 core occupations: Economist, Auditing, General Business and Industry, General Inspection, Investigation and Compliance, and IT Management
 - 1. Demonstrated Commitment from Agency Leadership

During FY12, the CFTC continued to provide EEO and sexual harassment policies to new employees and supervisors. As a result of the CFTC Chairman's goal to strengthen the EEO competencies of managers and employees, the Office of Diversity and Inclusion (ODI) began coaching employees and managers on conflict-resolution skills. ODI also began issuing a quarterly newsletter as a strategic approach to maintaining ongoing dialogue with CFTC employees regarding equal opportunity, diversity and inclusion issues in the workplace. The goal of the newsletter is to educate the workforce on relevant issues and seek to instill behaviors that result in an inclusive work environment. To that end, each publication emphasizes a specific theme and aims to have specific behavior-oriented or attitudinal outcomes. The publication is e-mailed quarterly to all employees in order to serve educational and notification requirements. Each newsletter includes an EEO/diversity message from the Chairman, one of the Commissioners, and/or the EEO Officer. The newsletter is widely read. Both managers and employees have reported positive feedback.

2. Integration of EEO into Agency Mission

During FY12, the CFTC's newly-appointed ODI Director developed a vision for advancing the mission of the CFTC by sustaining confidence in services that are open to everyone; being a proactive resource that is neutral and transparent; and having a visible presence throughout the Commission. This vision was shared with the CFTC's senior managers and specific program measures were developed in support of this vision. The measures have been integrated into Goal Five of the Commission's strategic plan, and the performance standards of ODI staff. In addition, each manager has EEO/diversity elements as part of the Commission's uniform performance standards.

3. Management and Program Accountability

Executive Summary

Commodity	Futures	Trading	Commission
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For period covering October 1, 2012 to September 30, 2013

In FY11, CFTC identified the need to examine programs, policies and procedures at regular intervals to assess whether there are hidden impediments to the realization of equal opportunity.* During FY12, ODI conducted an analysis to explore pay gaps between men and women in the financial professions. In addition, ODI Acquired statistical software (SAS) in order to conduct robust statistical analyses based on a methodology to be established in FY13. ODI is in the process of partnering with specific Commission subcomponents (human resources, general counsel, chief financial officer, etc.) to develop procedures for selecting and training resolving officials as well as reviewing and clearing settlement agreements.

4. Proactive Prevention of Unlawful Discrimination

As a result of the CFTC Chairman's goal to strengthen the EEO competencies of managers and employees, the ODI worked in partnership with the Human Resources Branch (HRB) to provide alternate dispute resolution services to resolve employee concerns before complaints or grievances are filed. Both HRB and ODI advised employees and managers of the benefits of engaging in ADR. Further, ODI coached managers and employees on conflict-resolution and effective communication skills as a method of early intervention.

5. Efficiency

In FY11, CFTC identified the need to track applicant flow data in order to implement an adequate data collection and analysis systems that permit tracking of the information required by MD-715.* In FY11, CFTC discontinued use of a manual approach to recruitment, including posting and tracking vacancy announcements. CFTC acquired the services of Monster, Inc.as a means to automating the hiring process and making improvements towards OPM's hiring timeline goals as well as tracking and analyzing applicant data. The automated system was implemented in October of 2012, thereby allowing CFTC to report applicant data in FY13, analyze potential barriers, and implement mitigating strategies subsequently.

During the summer of 2012, ODI recruited and selected 15 new EEO Counselors, bringing the number of collateral-duty counselors to 23 and ensuring each regional office has a minimum of two counselors on-site. ODI reduced training and travel costs by 40% over FY12 by having EEOC conduct the training on-site and transmitting the training online to the regional offices.

executive Summary	
* As reported in the CFTC MD-715 Report for FY11, Part H.	

EEOC FORM 715-01 PART F

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U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

Lorena Carrasco, Equal Employment Manager, CT-0260/15

am the

(Insert name above)

(Insert official

title/series/grade above)

Principal EEO Director/Official for

Commodity Futures Trading Commission (CFTC)

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Signature of Principal EEO Director/Official

04/30/13

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO

MD-715.

Signature of Agency Head or Agency Head Designee

05/13/13

Date

Anthony C. Thompson Executive Director EEOC FORM 715-01 PART G

U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

Compliance Indicator		Measure has been met			For all unmet measures, provide a brief explanation in the space below or	
Measures	EEO policy statements are up-to-date.	Yes	No	N/A	complete and attach an EEOC FORM 715 01 PART H to the agency's status report	
The Agency Head was issued on 10/29/2009 of the installation of the	Was the EEO policy statement issued within 6-9	х				
During the current Agency Head's tenure, has the EEO policy Statement been re- issued annually? If no, provide an explanation.						
Are new employees provided a copy of the EEO policy statement during orientation?		Х				
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		Х				
Compliance Indicator		Meası	Weasure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715- 01 PART H to the agency's status report	
Measures	EEO policy statements have been communicated to all employees.		No	N/A		
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		Х				
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?			Х			
	ently posted such written materials in all personnel offices, agency's internal website? [see 29 CFR §1614.102(b)(5)]	Х				

Compliance Indicator			ure has met	s been	For all unmet measures, provide a brief explanation in the space below or
Measures	Agency EEO policy is vigorously enforced by agency management.	Yes	No	N/A	complete and attach an EEOC FORM 715- 01 PART H to the agency's status report
	ervisors evaluated on their commitment to agency EEO including their efforts to:	х			
resolve problems/di environments as the	sagreements and other conflicts in their respective work by arise?	х			1
	whether perceived or real, raised by employees and propriate action to correct or eliminate tension in the	х			
participate in comm	s EEO program through allocation of mission personnel to unity out-reach and recruitment programs with private chools and universities?	Х			
ensure full cooperat officials such as EE	ion of employees under his/her supervision with EEO office O Counselors, EEO Investigators, etc.?	х			
ensure a workplace retaliation?	that is free from all forms of discrimination, harassment and	Х			
and interpersonal sk	nate supervisors have effective managerial, communication cills in order to supervise most effectively in a workplace with and avoid disputes arising from ineffective communications?	х			
ensure the provision accommodations do	of requested religious accommodations when such not cause an undue hardship?	Х			
ensure the provision individuals with disa hardship?	of requested disability accommodations to qualified bilities when such accommodations do not cause an undue	х			
workplace and that this	n informed about what behaviors are inappropriate in the behavior may result in disciplinary actions? Describe what the agency to so inform its workforce about the penalties for	х			
been made readily avai	r reasonable accommodation for individuals with disabilities lable/accessible to all employees by disseminating such station of new employees and by making such procedures Wide Web or Internet?	х			
Have managers and su procedures for reasona	pervisor been trained on their responsibilities under the ble accommodation?	x			

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

		Mesc	ure ha	e heen	For all unmet	
Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and	i	met	S NGGII	measures, provide a brief explanation in the space below or	
Measures	resources to effectively carry out a successful EEO Program.	Yes	No	N/A	complete and attach an EEOC FORM 715- 01 PART H to the agency's status report	
§1614.102(b)(4)] For su Director/Officer under the	der the direct supervision of the agency head? [see 29 CFR ubordinate level reporting components, is the EEO ne immediate supervision of the lower level component's nple, does the Regional EEO Officer report to the Regional		х		The EEO Director is under the direct supervision of the Executive Director for administrative (supervisory) matters, and has full access to the Chairman for EEO program issues as needed.	
Are the duties and resp	Are the duties and responsibilities of EEO officials clearly defined?					
Do the EEO officials ha and responsibilities of t	ive the knowledge, skills, and abilities to carry out the duties heir positions?	х				
If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		х				
	evel reporting components, does the agency-wide EEO for the EEO programs within the subordinate reporting	Х				
If not, please descri reporting componen	be how EEO program authority is delegated to subordinate its.	х				
Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective	Meası	Measure has been met		brief explanation in	
Measures	means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	means of informing the agency head and senior nanagement officials of the status of EEO programs and are involved in, and consulted on,		N/A	the space below or complete and attach an EEOC FORM 715- 01 PART H to the agency's status report	
agency head and other	Officer have a regular and effective means of informing the top management officials of the effectiveness, efficiency and agency's EEO program?	Х				
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		Х				
Are EEO program offici	als present during agency deliberations prior to decisions trategies, vacancy projections, succession planning,	х				
	nsider whether any group of employees or applicants might ted prior to making human resource decisions such as re-alignments?	Х				

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regular intervals to a realization of equalit	ersonnel policies, procedures and practices examined at assess whether there are hidden impediments to the sy of opportunity for any group(s) of employees or C.F.R. § 1614.102(b)(3)]	х		Spanish and the recovery	
	luded in the agency's strategic planning, especially the al plan, regarding succession planning, training, etc., to	х			
Compliance Indicator		Meası	ıre has met	s been	measures, provide a brief explanation in
Measures	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Yes	No	N/A	the space below or complete and attach an EEOC FORM 715- 01 PART H to the agency's status report
agency EEO action plar	have the authority and funding to ensure implementation of ns to improve EEO program efficiency and/or eliminate realization of equality of opportunity?	х			
agency self-assessmen	resources allocated to the EEO Program to ensure that ts and self-analyses prescribed by EEO MD-715 are I to maintain an effective complaint processing system?	х			
Are statutory/regulatory	EEO related Special Emphasis Programs sufficiently	Х			
Federal Women's Pr Subpart B, 720.204	ogram - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR,	х			
Hispanic Employme	nt Program - Title 5 CFR, Subpart B, 720.204	Х			
Individuals With Disa	ties Program Manager; Selective Placement Program for abilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR	Х			
coordination and compliant of CFR 720; Veterans En	I emphasis programs monitored by the EEO Office for ance with EEO guidelines and principles, such as FEORP - nployment Programs; and Black/African American; Native, Asian American/Pacific Islander programs?	х			
Compliance Indicator		Meası	ire has met	been	For all unmet measures, provide a brief explanation in
Measures	The agency has committed sufficient budget to support the success of its EEO Programs.	Yes	No	N/A	the space below or complete and attach an EEOC FORM 715- 01 PART H to the agency's status report
	urces to enable the agency to conduct a thorough barrier including the provision of adequate data collection and	х			
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		X			
Has funding been secur harassment policies, EE	ed for publication and distribution of EEO materials (e.g. O posters, reasonable accommodations procedures, etc.)?	х			
	other mechanism for funding supplies, equipment and ovide disability accommodations?	Х			
Does the agency fund m Uniform Federal Accessi	ajor renovation projects to ensure timely compliance with bility Standards?	х			

Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	х		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	х		
Is there sufficient funding to ensure that all employees have access to this training and information?	х		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:			
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	х		
to provide religious accommodations?	Х		
to provide disability accommodations in accordance with the agency's written procedures?	Х		
in the EEO discrimination complaint process?	Х		A STATE OF THE CONTRACT OF THE
to participate in ADR?	Х	(managaan verdieda sida bii)	

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.

	implementation of the agency's EEO Program a	nd Pla	n.			
Compliance Indicator	EEO program officials advise and provide appropriate		ure ha met	s beer	measures, provide a brief explanation in the space below or	
Measures	assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Yes	No	N/A	complete and attach an EEOC FORM 715- 01 PART H to the agency's status report	
	rarterly/semi-annually) EEO updates provided to ry officials by EEO program officials?	х				
Plans with all appropria	als coordinate the development and implementation of EEO te agency managers to include Agency Counsel, Human ance, and the Chief information Officer?	Х				
Compliance Indicator	The Human Resources Director and the EEO Director	Meası	ure has met	s been	For all unmet measures, provide a brief explanation in the space below or	
Measures	meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Yes	No	N/A	complete and attach an EEOC FORM 715- 01 PART H to the agency's status report	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?			Х		See Part H.	
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?			х		See Part H.	
Employee Development	edules been established for the agency to review its t/Training Programs for systemic barriers that may be on in training opportunities by all groups?		х		See Part H.	
Compliance Indicator	When findings of discrimination are made, the agency	Measu	ıre has met	been	For all unmet measures, provide a brief explanation in	
Measures	explores whether or not disciplinary actions should be taken.	Yes	No	N/A	the space below or complete and attach an EEOC FORM 715- 01 PART H to the agency's status report	
	a disciplinary policy and/or a table of penalties that covers e committed discrimination?		Х		They would be handled on a case by case basis.	
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		х				
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		х				
If so, cite number for for each type of viola	und to have discriminated and list penalty /disciplinary action ation.					
	tly (within the established time frame) comply with EEOC, n Board, Federal Labor Relations Authority, labor Court orders?	x				

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Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.??	х		

Requires that the ag	Essential Element D: PROACTIVE PREVENtency head makes early efforts to prevent discriminatory a employment opportunity in the workplac	action	s and (elimina	ate barriers to equal	
Compliance Indicator			ure ha met	s been	For all unmet measures, provide a brief explanation in the space below or	
Measures	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Yes	No	N/A	complete and attach an EEOC FORM 715- 01 PART H to the agency's status report	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?						
	ified, do senior managers develop and implement, with the y EEO office, agency EEO Action Plans to eliminate said	х				
	ccessfully implement EEO Action Plans and incorporate the tives into agency strategic plans?	х				
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?						
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		х				
Are trends analyses of t national origin, sex and	he workforce's grade level distribution conducted by race, disability?	х				
Are trend analyses of th by race, national origin,	e workforce's compensation and reward system conducted sex and disability?	Х				
	e effects of management/personnel policies, procedures d by race, national origin, sex and disability?	х				
Compliance Indicator		Measure has been met		s been	brief explanation in	
Measures	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Yes	No	N/A	the space below or complete and attact an EEOC FORM 715 01 PART H to the agency's status report	
Are all employees encouraged to use ADR?		Х				
Is the participation of su	pervisors and managers in the ADR process required?	Х				

Essential Element E: EFFICIENCY
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.

Compliance Indicator			ure ha met	s beer	For all unmet measures, provide a brief explanation in the space below or	
Measures	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Yes No N/A			complete and attach an EEOC FORM 715- 01 PART H to the agency's status report	
	mploy personnel with adequate training and experience to equired by MD-715 and these instructions?	х				
	nented an adequate data collection and analysis systems that formation required by MD-715 and these instructions?		Х		See Part H.	
	es been provided to conduct effective audits of field facilities' del EEO program and eliminate discrimination under Title VII Act?	х				
Is there a designated a assist with processing i components of the age	gency official or other mechanism in place to coordinate or requests for disability accommodations in all major ncy?	х				
	ation requests processed within the time frame set forth in for reasonable accommodation?	х				
Compliance Indicator	The agency has an effective complaint tracking and	Meası	ure ha met	For all unmet measures, provide a brief explanation in the space below or		
Measures	monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Yes	No	N/A	complete and attack an EEOC FORM 715 01 PART H to the agency's status report	
identification of the loca	complaint tracking and monitoring system that allows ition, and status of complaints and length of time elapsed at cy's complaint resolution process?		Х		See Part H.	
the aggrieved individua	king system identify the issues and bases of the complaints, ls/complainants, the involved management officials and alyze complaint activity and trends?		х		See Part H.	
Does the agency hold of investigation processing	contractors accountable for delay in counseling and g times?	х				
If yes, briefly descri	be how:					
contract and collateral of	or and ensure that new investigators, counselors, including luty investigators, receive the 32 hours of training required in lanagement Directive MD-110?	х				
contract and collateral duty	and ensure that experienced counselors, investigators, including vinvestigators, receive the 8 hours of refresher training required on unce with EEO Management Directive MD-110?	х				
Compliance Indicator	The agency has an effective complaint tracking and	Meası	ıre has met	been	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715- 01 PART H to the agency's status report	
Measures	monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Yes	No	N/A		

Are benchmarks in pla processes with 29 C.F.	ce that compare the agency's discrimination complaint R. Part 1614?	х			
Does the agency p request or within ar	rovide timely EEO counseling within 30 days of the initial n agreed upon extension in writing, up to 60 days?	х			
	rovide an aggrieved person with written notification of his/her bilities in the EEO process in a timely fashion?	х			
Does the agency of time frame?	omplete the investigations within the applicable prescribed	х			
	nt requests a final agency decision, does the agency issue 60 days of the request?	х			
	nt requests a hearing, does the agency immediately upon st from the EEOC AJ forward the investigative file to the ce?	х			
	agreement is entered into, does the agency timely complete vided for in such agreements?	х			
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?					
Compliance Indicator There is an efficient and fair dispute resolution process				s been	For all unmet measures, provide a brief explanation in the space below or
Measures	and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Yes	No	N/A	complete and attach an EEOC FORM 715- 01 PART H to the agency's status report
In accordance with 29 0 Program during the pre	C.F.R. §1614.102(b), has the agency established an ADR -complaint and formal complaint stages of the EEO process?	Х			
accordance with EEOC	e all managers and supervisors to receive ADR training in (29 C.F.R. Part 1614) regulations, with emphasis on the terest in encouraging mutual resolution of disputes and the nutilizing ADR?	х			
After the agency has of ADR, are the managers	fered ADR and the complainant has elected to participate in required to participate?	Х			7
Does the responsible m settlement authority?	anagement official directly involved in the dispute have	х		Security States	

Compliance Indicator	The agency has effective systems in place for	Meas	ure has met	s been	For all unmet measures, provide a brief explanation in the space below or	
Measures	maintaining and evaluating the impact and effectiveness of its EEO programs.	Yes	No	N/A	complete and attach an EEOC FORM 715- 01 PART H to the agency's status report	
	a system of management controls in place to ensure the ete and consistent reporting of EEO complaint data to the	х				
	e reasonable resources for the EEO complaint process to cessful operation in accordance with 29 C.F.R. § 1614.102	х				
ensure that the data rec	office have management controls in place to monitor and eived from Human Resources is accurate, timely received, uired data elements for submitting annual reports to the		Х		Reliability coefficients are under development.	

Do the agency's EEO p	rograms address all of the laws enforced by the EEOC?	Х			
	fy and monitor significant trends in complaint processing to agency is meeting its obligations under Title VII and the	x			
	recruitment efforts and analyze efforts to identify potential with MD-715 standards?	,	х		See Part H.
	It with other agencies of similar size on the effectiveness of dentify best practices and share ideas?	Х			
Compliance Indicator	The agency ensures that the investigation and	Meası	ure has met	For all unmet measures, provide a brief explanation in the space below or	
Measures	ljudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.		No	N/A	complete and attach an EEOC FORM 715- 01 PART H to the agency's status report
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO					
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?					
Does the agency discrir function?	nination complaint process ensure a neutral adjudication	Х			

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy

	guidance, and other written instructions		d			
Compliance Indicator		Measure has been For all unmoment measures, proving brief explanation the space belo				
Measures	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Yes No		N/A	complete and attach an EEOC FORM 715 01 PART H to the agency's status report	
	a system of management control to ensure that agency vith any orders or directives issued by EEOC Administrative		X		Dialogue began in the summer of 2013 to develop policies and procedures to resolve EEO complaints and monitor compliance.	
Compliance Indicator	The agency's system of management controls ensures	Meası	ıre has met	s been	For all unmet measures, provide a brief explanation in the space below or	
Measures	that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Yes	No	N/A	complete and attach an EEOC FORM 715 01 PART H to the agency's status report	
Does the agency have or Yes, answer the two qu	control over the payroll processing function of the agency? If estions below.		Х			
Are there steps in p	lace to guarantee responsive, timely, and predictable ed monetary relief?			Х		
Are procedures in p	lace to promptly process other forms of ordered relief?			Х		
Compliance Indicator	The agency's system of management controls ensures	Measure has been met			For all unmet measures, provide a brief explanation in the space below or	
Measures	that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Yes	No	N/A	complete and attach an EEOC FORM 715- 01 PART H to the agency's status report	
Is compliance with EEO agency employees?	C orders encompassed in the performance standards of any		х		Senior standards under review.	
If so, please identify how performance is	the employees by title in the comments section, and state measured.					
Is the unit charged with in the EEO office?	the responsibility for compliance with EEOC orders located	Х			and the second s	
	the unit in which it is located, the number of employees in ade levels in the comments section.					
Have the involved empl	oyees received any formal training in EEO compliance?	х				
Does the agency promp completing compliance:	tly provide to the EEOC the following documentation for					
	of check issued for attorney fees and /or a narrative propriate agency official, or agency payment order dating the prney fees paid?	х				

	Market Market Commence	ON-O-MASSASSASSASSASSASSASSASSASSASSASSASSASS	CONTRACTOR	
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	х			
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	х			
Compensatory Damages: The final agency decision and evidence of payment, if	х			
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	х			
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	х			
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	х			
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	x			
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	Х			
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	х			
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	х			
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	х			

Footnotes:

^{1.} See 29 C.F.R. § 1614.102.

^{2.} When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (10/20/00), Question 28

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Commodity Futures Trading C	ommission FY2012
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]
OBJECTIVE:	Establish schedules and methods to review merit promotion, awards, and training programs, policies and procedures for systemic barriers.
RESPONSIBLE OFFICIAL:	ODI Director
DATE OBJECTIVE INITIATED:	10/01/12
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/13
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
Acquire statistical software	
TARGET DATE: 10/31/2012	
Develop evaluation methodology	
TARGET DATE: 07/31/2013	
Write program to download data	
TARGET DATE: 09/30/2013	
Begin analyses using FY13 data.	
TARGET DATE: 10/31/2013	
REPORT OF ACCOMPLISHMENT	S and MODIFICATIONS TO OBJECTIVE
	ODI and HRB wrote test programs to download required data. The programs were tested in
the Spring of 2013 and will be fina Commodity Futures Trading Co	
STATEMENT of	J. 172012
MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?
OBJECTIVE:	Automate manual processes to permit analyses of the information required by MD-715.
RESPONSIBLE OFFICIAL:	ODI Director
DATE OBJECTIVE INITIATED:	09/01/12
TARGET DATE FOR COMPLETION OF OBJECTIVE:	03/31/13
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
Acquire Monster to facilitate analys	sis of applicant data
TARGET DATE: 09/30/2012	
Acquire SAS to analyze personnel	data

Develop methods to merge training data with personnel data

TARGET DATE: 03/31/2013

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

CFTC acquired Monster (automated hiring system) to process applicant data. The new system will allow tracking of applicant data and will facilitate reporting of such data beginning with FY13.

ODI staff met with ODT and HRB staff in December of 2012 to discuss data requirements and protocols for merging training data with personnel data.

ODT installed SAS (satistical software) on PC of ODI Director prior to the end of FY12.

Commodity Futures Trading Co	nmission	FY2012
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		ffective complaint tracking and monitoring system in place to increase th Agency's EEO Programs.
OBJECTIVE:	Automate current mai cases and conduct tre	nual process by acquiring complaint management software to track and analyses.
RESPONSIBLE OFFICIAL:	ODI Director	
DATE OBJECTIVE INITIATED:	07/30/12	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	06/30/13	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

Initiate unfunded requirement discussion for FY13 with Executive Director

TARGET DATE: 08/30/2012

Conduct market research based on requirements

TARGET DATE: 03/31/2013

Compete and select vendor

TARGET DATE: 06/30/2013

Train users (ODI staff and collateral-duty EEO Counselors) on new system

TARGET DATE: 09/30/2013

Begin uploading cases into electronic complaint management system.

TARGET DATE: 10/01/2013

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

As part of the consideration process to reduce costs in FY13 and avoid furloughs, the electronic complaint management system was placed on the list of unfunded requirements for FY14.

EEOC FORM 715-01 PART I	PEC	DERAL AGEN	portunity Commission CY ANNUAL ATUS REPORT				
Commodity Futures Trading Commis	sion		FY2012				
STATEMENT OF CONDITION THAT W. A POTENTIAL BARRIER: Provide a brief narrative describing the character was the condition recognized as a process of the condition of the condit	condition at issue.	Persons with Disabilities have low participation in the total workforce (3.4%) and senior level managers (0.9%). In addition, there are no persons with targeted disabilities in 4 of the 5 core occupations: Economist Auditing General Business and Industry General Inspection, Investigation and Compliance IT Management					
BARRIER ANALYSIS: Provide a description of the steps taken determine cause of the condition.	and data analyzed to	 Analyzed MD-715 Tables B1, B3, B4, and B6 Discussed disability recruitment practices with HR staff, senior managers and business managers 					
STATEMENT OF IDENTIFIED BARRIEF	₹:						
Provide a succinct statement of the ager or practice that has been determined to lundesired condition.		Lack of strategic objective identifying persons with disabiliti as a viable applicant pool from a corporate perspective					
OBJECTIVE: Establish partnership with Gallaudet University to pos							
State the alternative or revised agency p practice to be implemented to correct the condition.		CFTC as a v	riable employer for disabled graduates and interns				
RESPONSIBLE OFFICIAL:		Lorena Carrasco					
DATE OBJECTIVE INITIATED:		06/01/12					
TARGET DATE FOR COMPLETION OF	OBJECTIVE:	04/30/13					
EEOC FORM 715-01 PART I	EEO Plan	To Eliminate	Identified Barrier				
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)					
Initiate partnership discussions with Gall	laudet University		06/30/12				
Include disability as a category of interest recruitment strategy plan	st in requirements for tar	argeted 08/30/12					
Raise competency and ability of CFTC v disabilities by conducting a workshop on with disabilities in the workplace							
Sign memorandum of agreement (MOA) identify student interns for the summer o		ty and	04/30/13				
REPORT OF ACCOMPLISHMENTS and	MODIFICATIONS TO	OBJECTIVE					
CFTC met with Gallaudet in July of 2012 two-hour workshop on working effectivel month.	? and initiated steps to si y with persons with disa	ign an MOA. A bilities on Nove	s part of this partnership, Gallaudet conducted a ember 13, 2012 as part of disability awareness				

Commodity Futures Trading Commission		FY2012			
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Groups with low participation in the total workforce: Hispani (1.6%) compared to the CLF (10.5%)American Indians (0% compared to the CLF (0.6%) Groups with low participation i core occupations compared to the Relevant CLF: Women in the Economist series Hispanics in the Economist, Auditor, General Attorney, General Business, and Inspection & Compliance series Blacks in the Economist and General Business series American Indians in the Economist, Auditor General Attorney, General Business, and Inspection & Compliance series Asian Americans/PI in the Economist series Women have low participation in senior managemen levels (29.7 %) compared to the CFTC (42.3 %)				
BARRIER ANALYSIS:		MD-715 Tables A1, A3, A4, and A6			
Provide a description of the steps taken and data analyzed to determine cause of the condition.		d diversity recruitment practices with HR staff, ers and business managers			
STATEMENT OF IDENTIFIED BARRIER:					
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Lack of recruitment elements emphasizing diversity from a corporate perspective				
OBJECTIVE:	Develop a targeted recruitment plan to complement existing recruitment efforts				
State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	recruitment en	onts			
RESPONSIBLE OFFICIAL:	Lorena Carras	co, Catherine McCoy			
DATE OBJECTIVE INITIATED:	07/01/12				
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/13				
EEOC FORM 715-01 EEO Plan PART I	To Eliminate Id	entified Barrier			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		FARGET DATE Must be specific)			
Identify requirements and compete contract to develop targeted strategy	recruitment 08/30/12				
Select vendor and have project kick off meeting		09/30/12			
Receive final deliverable (targeted recruitment strategy)		06/30/13			
Select outreach and partnership activities for inclusion in the FY	Y14 budget 07/30/13				
Prepare targeted recruitment plan for implementation in FY14		09/30/13			
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO	DBJECTIVE				
CETC selected Golden Key in September of 2012 to prepare a t	argeted recruitme	ent strategy with a cornorate emphasis on			

CFTC selected Golden Key in September of 2012 to prepare a targeted recruitment strategy with a corporate emphasis on increasing diversity in core occupations, increasing the participation of women in the senior grade levels, and leveraging student programs to promote CFTC as an employer of choice among persons with disabilities. To date, the vendor has prepared analyses and identified potential partnership opportunities based on feedback from ODI, HRB, and key stakeholders.

EEOC FORM 715-01 PART J	Special Progra	am Plan f		EEO PRO	AL AGENO GRAM STA	Y ANNUATUS REF	AL PORT		riduals W	ith 1	⁻ argeted			
PARTI	1. Agency	gency 1. Commodity Futures Trading Commission												
Department or Agency	nt or 1 a 2nd Level Component 1 a													
Information	1.b. 3rd Level or lov	ver	1. b.					······································		anga sakishini				
	Enter Actual Number	er		beginni	ng of FY.	6	end of FY.		Ne	t Cha	ange			
	at the			Number	%	Numbe	er %	ó	Numbe	-	Rate of Change			
PART II	Total Work Force			643	100%	680	100)%	37	T	5.8 %			
Employment Trend and	Reportable Disabilit	У		15	2.3 %	23	3.4	%	8		53.3 %			
Special Recruitment for	Targeted Disability*			1	0.2 %	1	0.1	%	0		0.0 %			
Individuals With Targeted Disabilities	* If the rate of chang of change for the to								an the rat	Э				
	1. Total Number of A				Persons Wi	th Targete	d		0	T-00 (M 11 0 6 5 6				
	2. Total Number of t during the reporting		ections of Individuals with Targeted Disabilities iod.								0			
PART III Partici	oation Rates In Age	ncy Emp	loymen	t Programs	kart tarah anak disempan diding bertarah at melih didabah di			DAKKAMBARKATELA YA CIN	ik et in den hille dereksel fredt hill herdelijn blek					
	ment/Personnel	TOTAL		oortable isability	`	geted ability	İ		No Disabili		ability			
Prog	grams		#	%	#	%	#	%	, 7	ŧ	%			
3. Competitive Pro	motions	0	0	0,0 %	. 0	0.0 %	0	0.0	%)	0.0 %			
4. Non-Competitiv	e Promotions	19	2	10.5 %	0	0.0 %	0	0.0	% 1	7	89.5 %			
5. Employee Career Development Programs		0	0	0.0 %	0	0.0 %	0	0.0	%	A 1-104 1-0-0-0-0	0.0 %			
5.a. Grades 5 - 12	5.a. Grades 5 - 12		0	0.0 %	0	0.0 %	Ö	0,0	% ()	0.0 %			
5.b. Grades 13 - 14		0	0	0.0 %	0	0.0 %	0	0.0	% (0.0 %			
5.c. Grade 15/SES		0	0	0.0 %	0	0.0 %	0	0.0	% (Photosome I	0.0 %			
6. Employee Reco	gnition and Awards	0	0	0.0 %	0	0.0 %	0	0.0	% (0.0 %			
6.a. Time-Off Awa awarded)	rds (Total hrs	4239	87	2.1 %	0	0.0 %	50	1.2	% 41	02	96.8 %			

6.b. Cash Awards (total \$\$\$ awarded)

6.c. Quality-Step Increase

959688

0

23700

2.5 %

0.0 %

4000

0

0.4 %

0.0 %

15015

1.6 %

0.0 %

920973

96.0 %

0.0 %

EEOC FORM 715-01	Spe	cial Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities							
Part IV Identification and Elimination of Barriers	to increa 715-01	cies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any ba reasing employment opportunities for employees and applicants with targeted disabilities using FO D1 PART I. Agencies should review their recruitment, hiring, career development, promotion, and tion of individuals with targeted disabilities in order to determine whether there are any barriers.							
Part V Goals for Targeted Disabilities	strategic recruitm employs conside measurs individu the next employe Goals, of candida who car	es with 1,000 or more permanent employees are to use the space provided below to describe the es and activities that will be undertaken during the coming fiscal year to maintain a special nent program for individuals with targeted disabilities and to establish specific goals for the ment and advancement of such individuals. For these purposes, targeted disabilities may be red as a group. Agency goals should be set and accomplished in such a manner as will effect able progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of als with targeted disabilities that is at least as high as the anticipated losses from this group during a reporting period, with the objective of avoiding a decrease in the total participation rate of es with disabilities. Objectives and strategies described below should focus on internal as well as external sources of tes and include discussions of activities undertaken to identify individuals with targeted disabilities in be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) and to a position at a higher level or with greater potential than the position currently occupied.							
Established a Nu Goal?	merical	No							
Goal									
Strategies		eq.							
Objectives									
Accomplishme	ents								

Attachment A: CFTC EEO Statement

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U.S. Commodity Futures Trading Commission

Three Lafayette Centre, 1155 21st Street, NW, Washington, DC 20581

Gary Gensler Chairman www.cftc.gov

(202) 418-5050 (202) 418-5533 Facsimile

MEMORANDUM

TO:

ALL CFTC EMPLOYEES

FROM:

Gary Gensler, Chairman

DATE:

March 1, 2012

SUBJECT:

CFTC's EEO Statement

As Chairman of the Commodity Futures Trading Commission (CFTC), I would like to reiterate my commitment to a CFTC that is fair, diverse, and free from unlawful discrimination, harassment, and retaliation.

In order to maintain a high performing organization in the 21st century, we all must be committed to high standards of honesty, integrity, impartiality and conduct. Supervisors and management bear a special responsibility and must take the lead in charting the course for equal employment opportunity in the workplace.

Attached is a summary of CFTC's EEO, Anti-harassment and Reasonable Accommodation policies. All employees must thoroughly review the summary and govern themselves in accordance with all applicable legal requirements.

Should you have additional questions, please contact the CFTC Office of Diversity and Inclusion.

Attachment

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	Anna

Summary of CFTC EEO, Workplace Harassment, Reasonable Accommodation and No FEAR Policies

The Commodity Futures Trading Commission (CFTC) is committed to ensuring equal employment opportunity (EEO), promoting diversity and inclusion, and resolving workplace conflict constructively in order to maintain a high performing workforce in the 21st century. As Chairman of CFTC, I strongly endorse the CFTC's unequivocal commitment to these fundamental principles. To that end, the CFTC will vigorously enforce all applicable Federal EEO laws, regulations, Executive Orders, and Management Directives to ensure equal opportunity in the workplace and full protection of CFTC employees. This document summarizes the CFTC EEO Policies. For additional information consult the CFTC Office of Equal Employment Opportunity Office.

EEO and Prohibited Discrimination

The CFTC will not tolerate discrimination or harassment on the basis of pregnancy, race, color, religion, national origin, sex, age, disability, or retaliation for opposing discriminatory practices, or participating in the discrimination complaint process. Additionally, on November 21, 2009, Congress created new federal protections against genetic discrimination in the workplace, with the passing of the Genetic Information Nondiscrimination Act. This new law prohibits use of genetic information and family medical history in making employment decisions. The aforementioned protections apply to all personnel practices and terms and conditions of employment, including recruitment, hiring, promotions, transfers, reassignments, training, career development, benefits, and separation. In addition, the CFTC will provide reasonable accommodation to qualified individuals with disabilities and for religious practices, as provided by the applicable laws and procedures, as further described below.

The CFTC's EEO Office is responsible for administering an impartial and effective complaints-management process to address and resolve complaints of employment discrimination at the earliest possible stage. The regulations governing the Federal EEO complaint process can be found in 29 CFR Part 1614. Employees seeking redress under this process must contact an EEO Counselor in person, by phone or in writing within 45 calendar days of the date of the alleged incident. The list of CFTC EEO Counselors is listed on Open Interest under the "EEO" link.

While parental status, marital status, and sexual orientation are not currently listed as protected basis in Title VII of the Civil Rights Act, discrimination on any of these bases is strictly prohibited by CFTC. Complaints of discrimination filed on these bases will be processed according to the aforementioned Federal EEO complaint process up to and through the investigation state of the EEO process. The CFTC EEO Office will issue a Final Agency Decision on the merits of the claim within 60 days of its receipt of the complaint file. Complaints filed solely on these bases will not proceed to the U.S. Equal Employment Opportunity Commission.

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Workplace Harassment

Workplace harassment is a form of prohibited discrimination defined as any unwelcome, hostile, or offensive conduct taken on the basis of pregnancy, race, color, religion, national origin, sex, sexual orientation, age or disability that interferes with an individual's performance or creates an intimidating, hostile, or offensive work environment. The CFTC will not tolerate workplace harassment by or against CFTC employees, applicants, contract employees, clients, customers, and anyone doing business with CFTC.

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of sexual nature when: (1) submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of an individual; or (2) submission to, or rejections of, such conduct is made a basis of employment decisions affecting such an individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment, whether or not such conduct is specifically directed against a particular individual.

Both supervisors and employees bear responsibility in maintaining a work environment free from discrimination and harassment. Employees must not engage in harassing conduct and should immediately report such conduct to their supervisor, another management official, or the EEO Director.

If an employee brings an issue of harassment to a supervisor's attention, the supervisor must promptly report the matter to the EEO Director or to the Human Resources Office. Allegations of discrimination and/or harassment of any kind will be taken seriously and appropriate corrective action — up to and including termination — will be taken if the allegations are substantiated. Supervisors are strongly encouraged to seek guidance from the EEO Office when addressing issues of discrimination or harassment. For additional information, please refer to the CFTC Sexual Harassment Policy on Open Interest.

NO FEAR/Whistleblower Protections

The Notification and Federal Employee Anti-discrimination and Retaliation Act (No FEAR) of 2002 protects Federal employees from unlawful discrimination and reprisal for participation in protected EEO and whistleblowing activity. The No Fear Act requires all employees to take No Fear training within 90 days of their initial hire and every 2 years thereafter. This training is located on-line by SkillSoft. SkillSoft training log-in procedures are located on Open Interest.

The Whistleblower Protection Act prohibits against retaliation directed toward federal employees or applicants for federal employment who report official wrongdoing, including gross waste, fraud and abuse of authority. Retaliation against individuals for reporting violations of laws, opposition to discrimination, or participation in the discrimination-complaint process is unlawful and will not be tolerated. This includes retaliation against complainants, witnesses, and others

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who provide information concerning such claims. The U.S. Office of Special Counsel is responsible for addressing complaints of whistleblower retaliation (www.osc.gov).

Reasonable Accommodation

CFTC is committed to providing reasonable accommodation to qualified individuals with disabilities and for certain religious practices in accordance with law, unless doing so causes undue hardship. For persons with disabilities, a reasonable accommodation is any change in the work environment or in the manner by which work is accomplished that enables those persons to enjoy equal employment opportunities and perform the essential functions of their jobs. Individuals who believe they need such assistance should request accommodation from their immediate supervisors. Supervisors are encouraged to consult with the CFTC's Disability Program Manager, Kitty McCoy, in responding to such requests. Processing of requests for reasonable accommodation will be consistent with CFTC's Reasonable Accommodation Policy, located on Open Interest under the "EEO" link.

For more information, please contact, Kitty McCoy, Director for Human Resources and CFTC Disability Program Manager, or Pam Gibbs, Director for the EEO Office.

Alternative Dispute Resolution

To maintain a respectful, productive and harmonious work environment, it is the policy of the CFTC to resolve workplace disputes at the earliest possible stage. Alternative Dispute Resolution (ADR) services such as mediation and facilitation are available to assist employees in resolving conflicts constructively. For more information, please review CFTC's ADR Policy on Open Interest.

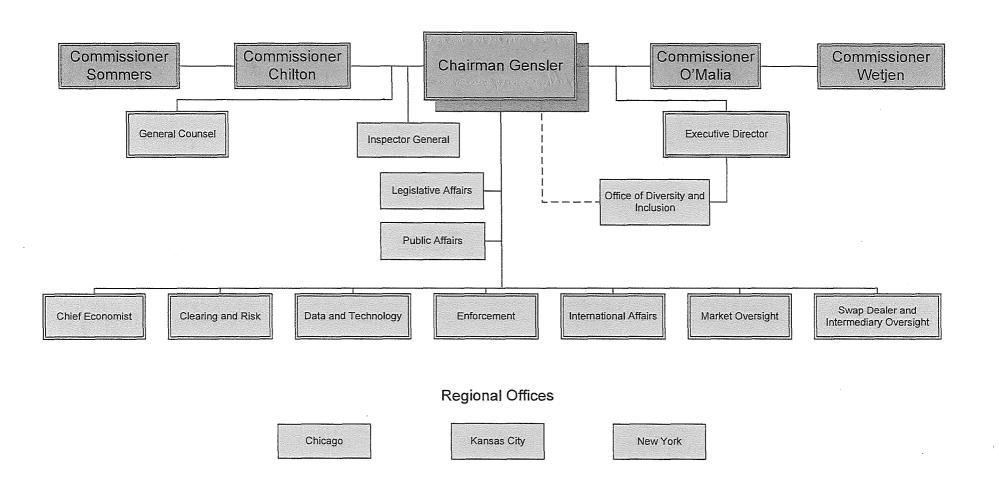
Toward Diversity and Inclusion

To be a high performing, public service organization in the 21st century, CFTC must cultivate an inclusive work environment that values diversity in all its aspects. Workforce diversity offers incalculable benefits and higher performance outcomes for CFTC as well as for the public. Diversity and inclusion in the workplace are more than legal imperatives; they are business imperatives in the global community of this millennium. All CFTC employees must create an environment that is free of barriers to full participation, values diversity of perspectives, and empowers every individual to contribute to his or her fullest potential in service to our Nation. All CFTC employees bear the responsibility to ensure that discrimination is not tolerated and that diversity is valued. Supervisors and managers bear a special responsibility to ensure CFTC promotes the complementary principles of equity, diversity, and inclusion in the workplace

Attachment B: CFTC Organizational Chart

The CFTC Organization

10/25/2011



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Attachment C: Annual Federal EEO Statistical Report of Discrimination Complaints (462 Report)

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ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Commodity Future			COMPLAINT A OTHUTEO	REPORTING PE	RIOD: FY 201	2
	PA	RTT - PRE-C	OMPLAINT ACTIVITIES	MONETARY RENE	CITO	
EEO COUNSELOR	7		E. NON-ADR SETTLEMENTS WITH I	MONETARY BENE COUNSELINGS	FITS	AMOUNT
EEO COUNSELOR	COUNSELINGS	INDIVIDUALS	TOTAL		0	\$ 0.00
A. INTENTIONALLY LEFT BLANK	COOMSELINGS	INDIVIDORES	1. COMPENSATORY DAMAGES	0	0	\$ 0.00
THE WILLIAM CELL FEET FEET TO ENTIRE			2. BACKPAY/FRONTPAY	ŏ	ŏ	\$ 0.00
			3. LUMP SUM PAYMENT	Ö	0	\$ 0.00
ADR INTAKE OFFICER	7	100	4. ATTORNEY FEES AND COSTS	0	0	\$ 0.00
	COUNSELINGS	INDIVIDUALS	5.			\$
B. INTENTIONALLY LEFT BLANK			6.			\$
			7.			\$
TOTAL COMPLETED/ENDED COUNSELINGS			F. NON-ADR SETTLEMENTS WITH N			
	COUNSELINGS	INDIVIDUALS		COUNSELINGS		
C TOTAL COMPLETED/ENDED COUNCELINGS	1 1	1 4	TOTAL	0	0	
C. TOTAL COMPLETED/ENDED COUNSELINGS	- L	1	1. HIRES	0	0	
1 COUNCELED MITHIN 20 DAVE	1 1	1	a. RETROACTIVE	0	0	
1. COUNSELED WITHIN 30 DAYS	· · · · · · · · · · · · · · · · · · ·	<u> </u>	b. NON-RETROACTIVE 2. PROMOTIONS	0	0	
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0	a. RETROACTIVE	0	Ö	
a. COUNSELED WITHIN 31 TO 90 DAYS a. COUNSELED WITHIN WRITTEN EXTENSION	 	 	b. NON-RETROACTIVE	0	Ö	
PERIOD NO LONGER THAN 60 DAYS	0	0	3. EXPUNGEMENTS	 	Ö	
b. COUNSELED WITHIN 90 DAYS WHERE	·	<u> </u>	4. REASSIGNMENTS	ŏ	Ö	
INDIVIDUAL PARTICIPATED IN ADR	0	0	5. REMOVALS RESCINDED	ŏ	Ö	
C. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		0	a. REINSTATEMENT	0	Ŏ	
3. COUNSELED BEYOND 90 DAYS	ő	ő	b. VOLUNTARY RESIGNATION	0	0	
4. COUNSELED DUE TO REMANDS	ŏ	Ŏ	6. ACCOMMODATIONS	0	0	
	5-1 100		7. TRAINING	0	0	
			8. APOLOGY	0	0	
	COUNSELINGS	INDIVIDUALS	9. DISCIPLINARY ACTIONS	0	0	
D. PRE-COMPLAINT ACTIVITIES			a. RESCINDED	0	0	
ON HAND AT THE BEGINNING OF THE			b. MODIFIED	0	0	
REPORTING PERIOD	1	1	10. PERFORMANCE EVALUATION MODIFIED	0	0	
2. INITIATED DURING THE REPORTING PERIOD	1	1	11. LEAVE RESTORED	0	0	
3. COMPLETED/ENDED COUNSELINGS	1	1	12.			
a. SETTLEMENTS (MONETARY AND		0	13.			
NON-MONETARY)	0					
b. WITHDRAWALS/NO COMPLAINT FILED	0	0	G. ADR SETTLEMENTS WITH MONE	The second secon	<i></i>	
c. COUNSELINGS COMPLETED/ENDED IN				COUNSELINGS	INDIVIDUALS	AMOUNT
REPORTING PERIOD THAT RESULTED			TOTAL	0		\$ 0.00
IN COMPLAINT FILINGS IN REPORTING	1	1	1. COMPENSATORY DAMAGES	0		\$ 0.00
PERIOD	,	!	2. BACKPAY/FRONTPAY	0		\$ 0.00
d. DECISION TO FILE COMPLAINT PENDING	0	0	3. LUMP SUM PAYMENT	0		\$ 0.00
AT THE END OF THE REPORTING PERIOD	U U	U	4. ATTORNEY FEES AND COSTS	0		\$ 0.00
4. COUNSELINGS PENDING AT THE END OF THE	1 1	1	5.			\$
REPORTING PERIOD			6.			\$
			7.			\$
			H. ADR SETTLEMENTS WITH NON-M	ONETARY BENE	ITO	_
	Į l			COUNSELINGS		
]		TOTAL	0	0	
			1. HIRES	0	ŏ	
	[a. RETROACTIVE	0	0	
]		b. NON-RETROACTIVE	0	0	
	[2. PROMOTIONS	0	<u> </u>	
			a. RETROACTIVE	0	Ö	
			b. NON-RETROACTIVE	0	Ö	
			3. EXPUNGEMENTS	ŏ	Ö	
			4. REASSIGNMENTS	Ö	ŏ	
			5. REMOVALS RESCINDED	Ö	Ö	
			a. REINSTATEMENT	0	Ö	
			b. VOLUNTARY RESIGNATION	0	0	
	j l		6. ACCOMMODATIONS	0	0	
		}	7. TRAINING	0	0	
			8. APOLOGY	0	0	
			9. DISCIPLINARY ACTIONS	0	0	
			a. RESCINDED	0	0	
			b. MODIFIED	0	0	
			10. PERFORMANCE EVALUATION MODIFIED	0	0	
			11. LEAVE RESTORED	0	0	
			12.			
			13.			
			I. NON-ADR SETTLEMENTS			
				COUNSELINGS	INDIVIDUALS	
			TOTAL	0	0	
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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Commodity Futures Trading Commis		ERIOD:					
PART II - FORMAL COMPLAINT ACTIVITIES	PART III - AGENCY RESOU		THE RESIDENCE OF THE PARTY OF T	REPOR	ring Lin	E	
A. COMPLAINTS ON HAND AT THE BEGINNING	A. AGENCY & CONTRACT F	RESOURC		ENOV	000	TDAOT	
OF THE REPORTING PERIOD				ENCY		TRACT	
1 B. COMPLAINTS FILED	A MODIL FORCE		NUMBER	PERCENT	MOMBER	PERCENT	J
B. COMPLAINTS FILED	1. WORK FORCE	:0D0E	707	7			
0 C. REMANDS (sum of lines C1+C2+C3)	a. TOTAL WORK F		707	-			
	b. PERMANENT E	MPLOYEES	707	-		7	
	2. COUNSELOR		20		0		1
0 C.2. REMANDS (INCLUDED IN A OR B)	a. FULL-TIME		0	0.00	0	0.00	
0 C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING	b. PART-TIME		0	0.00	0	0.00	
PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE	c. COLLATERAL I	DUTY	20	100.00	0	0.00	
0 C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT							J
REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS	3. INVESTIGATOR		0		1		
	a. FULL-TIME		0	0.00	11	100.00	
4 D. TOTAL COMPLAINTS (sum of lines A+B+C1)	b. PART-TIME		0	0.00	0	0.00	
	c. COLLATERAL [DUTY	0	0.00	0	0.00	
4 E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED							
	4. COUNSELOR/INVESTIGATOR		0		0		
F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD	a. FULL-TIME		0	0.00	0	0.00	
	b. PART-TIME		0	0.00	0	0.00	
O G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED	c. COLLATERAL [UTY	0	0.00	0	0.00	
	B. AGENCY & CONTRACT S	TAFF TR	AINING				
H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD							
		COUNS	ELORS	INVESTI	GATORS	COUNS/INV	ESTIG
 COMPLAINTS ON HAND AT THE END OF THE 		AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]	1. NEW STAFF - TOTAL	13	0	0	0	0	0
	a. STAFF RECEIVING REQUIRED		***************************************				
J. INDIVIDUALS FILING COMPLAINTS (Complainants)	32 OR MORE HOURS	13	0	0	0	0	0
	b. STAFF RECEIVING 8 OR MORE		· · · · · · · · · · · · · · · · · · ·	/	The second second second second		Const. September 1974-2000
() K. NUMBER OF JOINT PROCESSING UNITS FROM	HOURS, USUALLY GIVEN TO	0	0	0	0	0	0
CONSOLIDATION OF COMPLAINTS	EXPERIENCED STAFF		ľ	l "	Ŭ	l	ľ
	c. STAFF RECEIVING NO						
	TRAINING AT ALL	0	0	0	0	0	0
	2. EXPERIENCED STAFF - TOTAL	7	0	0	1	0	0
	a. STAFF RECEIVING REQUIRED	· · · · · · · · · · · · · · · · · · ·					
	8 OR MORE HOURS	5	0	0	1	0	0
	b. STAFF RECEIVING 32 OR						
	MORE HOURS, GENERALLY	0	0	0	0	0	0
	GIVEN TO NEW STAFF	U	U		"	U	U
	c. STAFF RECEIVING NO						21200000000000000000000000000000000000
	TRAINING AT ALL	2	0	0	0	0	0
	C. REPORTING LINE					Windows Commence	
	1 EEO DIRECTOR'S	NAME: LO	rena Ca	rrasco			
	1a. DOES THE EEO DI	THE RESERVE OF THE PERSON NAMED IN		114300	na productiva de la compansión de la compansión de la compansión de la compansión de la compansión de la compa	YES	NO
	TO THE AGENCY I					120	110
	TO ME NOTHOTI	167 167 1	· · · · · · · · · · · · · · · · · · ·	***************************************	-W	<u> </u>	*(00) = (000), (000) = (.A(1) = 000)
	2. IF NO, WHO DOES	THE EEO D	IRECTOR	REPORT TO			
	PERSON:				0.		
	TITLE:						
	3. WHO IS RESPONS	IBLE FOR T	HE DAY-TO	D-DAY OPE	RATION O	THE EEO	*****************
	PROGRAM IN YOU						
	PERSON: Lorena Carrasco						
	TITLE: Director						
	I						
	4 WHO DOES THAT	PERSON RE	PORT TO?)	neren sammel er komme helderligt. Elle		- and the standard section of
	PERSON: Gary Gensler						
	·						
	TITLE: Chairman						
	Ī						

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Commodity Futures Trading Commission

REPORTING PERIOD: FY 2012

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

					BASE	S OF ALLEGED	DISCRIMINA	TION				
			RACE				COLOR	RELIGION	REPRISAL	TOTAL ALL BASES	TOTAL ALL COMPLAINTS	TOTAL ALL COMPLAINANTS
ISSUES OF	AMER. INDIAN/	ASIAN	NATIVE HAWAIIAN		WHITE	TWO OR MORE	•			BY ISSUE	BY ISSUE	BY ISSUE
ALLEGED	ALASKA		OTHER PACIFIC	BLACK/ AFRICAN		RACES						
DISCRIMINATION	NATIVE		ISLANDER	AMERICAN								
A. APPOINTMENT/HIRE	0	0	0	0	0	0 _	0	_0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0 _	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0
I. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0
5.												
6.												
7.												
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRAISAL	0	0	0	0	0	1	1	0	1	5	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0
1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0
2. SEXUAL									0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0 _	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0_	0	0	0	0	_0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0 ·	1	3	1	1
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0
1, DENIED	0	0	0	0	0	0	0	0	0	0	0	0
2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	0	_0	0	0	0	2	2	0	3			
TOTAL ALL COMPLAINTS FILED BY BASES	0	0	0	0	0	1	1	0	1			
TOTAL ALL COMPLAINANTS BY BASES	0	0	0	0	0	1	1	0	1			

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Commodity Futures Trading Commission

REPORTING PERIOD: FY 2012

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

			RACE				COLOR	RELIGION	REPRISAL	TOTAL ALL BASES	TOTAL ALL COMPLAINTS	TOTAL ALL COMPLAINANTS			
ISSUES OF ALLEGED DISCRIMINATION	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				BY ISSUE	BY ISSUE	BY ISSUE			
N. REASONABLE ACCOMMODATION								0	1						
O. REINSTATEMENT	0	0	0	0	0	1	1	0	0	2	1	1			
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0			
Q. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0			
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0			
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0			
T. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0			
U. OTHER (Please specify below)															
1.															
2.															
3.															
4.															
5.															
TOTAL ALL ISSUES BY BASES	0	0	0	0	0	2	2	0	3		100				
TOTAL ALL COMPLAINTS FILED BY BASES	0	0	0	0	0	11	11	0	1						
TOTAL ALL COMPLAINANTS BY BASES	0	0	0	0	0	1	11	0	1						

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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Commodity Futures Trading Commission

REPORTING PERIOD: FY 2012

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

					BASES OF	ALLEGED DISC	CRIMINATIO	ON						
	SI	EX	PREGNANCY	NATIONA	L ORIGIN	EQU	AL	AGE	DISAF	BILITY	GINA	TOTAL	TOTAL ALL	TOTAL ALL
			DISCRIMINATION ACT			PAY A	.CT					ALL BASES	COMPLAINTS	COMPLAINANTS
ISSUES OF	MALE	FEMALE		HISPANIC/	OTHER	MALE	FEMALE		MENTAL	PHYSICAL		BY ISSUE	BY ISSUE	BY ISSUE
ALLEGED				LATINO										
DISCRIMINATION														
A. APPOINTMENT/HIRE	0	0	0	00	0			0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0			0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0			0	0	0	0	00	0	0
D. CONVERSION TO FULL TIME	0	0	0	00	0			00	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0			0	0	0	0	0	0	0
1. DEMOTION	0	0	0	0	0			0	0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	0			0	0	0	0	0	0	0
3. SUSPENSION	0	0	0	0	0			0	0	0	0	0	0	0
4. REMOVAL	0	0	0	0	0			0	0	0	0	0	0	0
S.						No.								
6.												11888		
7.														
F. DUTY HOURS	0	0	0	0	0			0	0	0	0	0	0	0
G. EVALUATION/APPRAISAL	0	0	0	0	1			0	1	0	0	5	1	1
H. EXAMINATION/IEST	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0			0	0	0	0	0	0	0
1. NON-SEXUAL	0	0	0	0	0			0	0	0	0	0	0	0
2. SEXUAL	0.	0	0									0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0			0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	1	0	0	0			1	0	0	0	3	1	1
M. REASSIGNMENT	0	0	0	0	0			0	0	0	0	0	0	0
1. DENIED	0	0	0	0	0			0	0	0	0	0	0	0
2. DIRECTED	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	0	1	0	0	1	0	0	1	2	0	0			
TOTAL ALL COMPLAINTS FILED BY BASES	0	1	0	0	1	0	0	1	1	0	0			
TOTAL ALL COMPLAINANTS BY BASES	0	1	0	0	1	0	0	1	1	0	0			

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Commodity Futures Trading Commission

REPORTING PERIOD: FY 2012

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

					BASES OF	ALLEGED DIS	CRIMINATI	ON						
	SI	ΞX	PREGNANCY	NATIONA	L ORIGIN	EØU	AL	AGE	DISA	BILITY	GINA	TOTAL	TOTAL ALL	TOTAL ALL
			DISCRIMINATION ACT			PAY A	CT					ALL BASES	COMPLAINTS	COMPLAINANTS
ISSUES OF	MALE	FEMALE	[HISPANIC/	OTHER	MALE	FEMALE		MENTAL	PHYSICAL		BY ISSUE	BY ISSUE	BY ISSUE
ALLEGED				LATINO					<u> </u>					
DISCRIMINATION		····, · · · · · · · · · · · · · · · · ·			A					277 27 and 27 and 27 and 27 and 27 and 27 and 27 and 27 and 27 and 27 and 27 and 27 and 27 and 27 and 27 and 27		Annual (1990)		
N. REASONABLE ACCOMMODATION									1	0	0	2	1	1
O. REINSTATEMENT	0	0	0	0	0			0	0	0	0	2	1	1
P. RETIREMENT	0	0	0	0	0		1,000	0	0	0	0	0	0	0
Q. TERMINATION	0	0	0	0	0			0	0	0	0	0	0	0
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0			0	0	0	0	0	0	0
S. TIME AND ATTENDANCE	0	0	0	0	0			0	0	0	0	0	0	0
T. TRAINING	0	0	0	_0	0			0	0	0	0	0	0	0_
U. OTHER (Please specify below)														
1,														
2.							Y							
3,														
4.														
5.														
TOTAL ALL ISSUES BY BASES	0	1	0	0 .	1	0	0	1	2	0	0			
TOTAL ALL COMPLAINTS FILED BY BASES	0	1	0	0	1	0	0	1	1	0	0			
TOTAL ALL COMPLAINANTS BY BASES	0	1	0	0	1	0	0	1	1	0	0			

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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Commodity Futures Trading Commission

REPORTING PERIOD: FY 2012

																				H.
			PART IVA	- BASES	OF DISCRI	MINATIO	ON IN FI	NDINGS A	ND ALLEG	ED IN SET	TLEMENTS	\$								
	1					BASES (OF DISCRI	MINATION	IN FINDING	S AND ALLE	GED BASES	IN SETTLE	MENTS							
			RAC	E			COLOR	RELIGION	REPRISAL		EX	PDA		L ORIGIN	EQUAL	PAY ACT	AGB	Dis	BILITY	GINA
	AMER INDIAN	ASIAN	HATTVE HAWAHAN	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR				MALE	FEMALE		HISPANIC/	OTHER	MALE	FEMALE	-	MENTAL	PHYSICAL	l
FINDINGS/ALLEGATIONS IN:	ALASKA NATIVE		POTEER PACIFIC BLANDER	Timele and		MORE							LATENO							
	Activity			_		, include	-						-	-	 				-	_
Counseling Settlement Allegations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1a. Number of Counselings Settled	0	0	0	0	0	0	0	_0	0	0	0	0	0	0	0	0	0	0	0	Ō
1b. Number of Counselees Settled With	0	0	0	0	0	0	0	0	0	0	0	0	_0	0	0	0	0	0	0	0
2. Complaint Settlement Allegations	10	0	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2a. Number of Complaints Settled	0	0	0	0	0	0	0	00	0	0	0	0	0	0	0	0	0	0	0	0
2b. Number of Complainants Settled With	0	0	0	0	0	0	_0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3a. Number FADs with Findings	0	0	0	0_	0	0	0	_0	0	0	0	0	0	0	0	0	0	0	0	0
3b. Number Complainants Issued FAD Findings	0	0	0	0	U	0	U	0	0	0	0	0	0	0	0	Ō	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<u> </u>	0	0	0	0
4n. Number AJ Decisions With Findings	0	0	0	0_	0	0	0	0	0	0	0	0	0	0	0	Ö	Ŏ	Ŏ	0	Ŏ
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	10	0	0	0	10	0	0	0
5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5b. # of Complainants issued FOs with Findings Implemented	0	0 "	0	0	0	0	0	0	0	0	0	0	0	0	0	0.	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	10	0	0	0	- 0	0	0	-0-	0	0	-0	0	10	0	0	0	0	10	0	0
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	n	0	0	0	0

		PAR	T IVB - IS	SSUES OF I	DISCRIMIN	IATION	IN FINDI	IGS AND	ALLEGED	IN SETTLE	MENTS		-					-							
	T								ISSITE	S OF DISCRIN	ATN'A TTON P	A EINDINGS	AND ALL	FGFD IS	STIES IN SE	TITI EMEN	JTS.								
			Ī	CONVERSION	·	T	1		10001	T DISCIAL	MATIONE	TENDENCE	THE ALL	LOLDIS	1	PROMOTION	1	1	-	ļ	T		TERMS &		
FINDINGS/ALLEGATIONS IN:	APPOINTMENT/ HIRE	ASSIGNMENT OF DUTIES	AWARDS	TO FULL TIME	DEMOTION		SUSPENSION	REMOVAL,	DUTY	EVAL/ APPRAESAL	EXAM/ TEST	HARAS:	SEXUAL	MEDICAL EXAM	PAY/ OVERTIME	NON- SELECTION	REASS DENIED	DIRECTED	REASONABLE ACCOMM	1	RETTREMENT	TERMINATION	CONDITIONS	TIME AND	TRAINING OF
. Counseling Settlement Allegations	+ 0	0	0	 0	0	10	0	0	0	10	0	0	0	0	0	0	0	0	-	0	0	0	0	0	0
1a. Number of Counselings Settled	0	0	0	0	0	10	10	0	0	0	0	0	0	0	ō	0	0	0	0	0	1 0	0	0	0	0
1b. Number of Counselees Settled With	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Complaint Settlement Allegations	 0	-0	0	0.	-	╂-	 0	-0-	- 0	 	0	- 0	-0-	0	0	0	0	0	-	0	0		0	0	- 0 +
2a. Number of Complaints Settled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	101
2b. Number of Complainants Settled With	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Final Agency Decision Findings	 0 	0	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	0
3a. Number FADs with Findings	0	0	0	0	. 0	- 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	 -0 	0	-0	10-	0	10	0		0	0	0	0	0	0	0	0	0	0	0	0	0	-	.0	 0	 0
4a. Number AJ Decisions With Findings	U	0	0	0	0	0	0	0	0	0	0	0	0	0	0	U	U	0	0	0	0	0	0	0	U
5. Final Agency Order Findings Implemented	 0 	0	0	0	0	10	0	0	0	 0	0	0	0	0	0	0	0	0	0	0	0	0	0	1-0	0
5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1 0	0	0	10	0
5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	10	0-	1 0	10	1 0 -	10	10	0	0	10	0	1 0	0	0	-0	0	10	10	10	10	1-0	0	0	10	101
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	10	0	0	1 0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	0

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Commodity Futures Trading Commission REPORTING PERIOD: FY 2012

PART V - SUMMARY OF CLOSURES BY STATUTE

- 1. TITLE VII
- 1a. PREGNANCY DISCRIMINATION ACT (PDA)
- - 2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA) 0
 - 3. REHABILITATION ACT
 - 0 4. EQUAL PAY ACT (EPA)
- 0 5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)

B. TOTAL BY STATUTES

3 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES	BV CATEGO	DV	The second secon	
FART VI - SUIVIIVIART OF CLUSURES	DICATEGO	TOTAL	TOTAL	AVERAGE
		NUMBER	DAYS	DAYS
A. TOTAL NUMBER OF CLOSURES	(1+2+3)	2	628	314.00
1. WITHDRAWALS		0	0	0.00
a. NON-ADR WITHDRAWALS		0	0	0.00
b. ADR WITHDRAWALS		0	0	0.00
2. SETTLEMENTS		0	0	0.00
a. NON-ADR SETTLEMENTS		0	0	0.00
b. ADR SETTLEMENTS		0	0	0.00
3. FINAL AGENCY ACTIONS	(B+C)	2	628	314.00
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	(1+2+3)	2	628	314.00
1. FINDING DISCRIMINATION		0	0	0.00
2. FINDING NO DISCRIMINATION		2	628	314.00
3. DISMISSAL OF COMPLAINTS		0	0	0.00
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	(1+2)	0	0	0.00
1. AJ DECISION FULLY IMPLEMENTED	(a+b+c)	0	0	0.00
(a) FINDING DISCRIMINATION		0	0	0.00
(b) FINDING NO DISCRIMINATION		0	0	0.00
(c) DISMISSAL OF COMPLAINTS		0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED	(a+b+c)	0	0	0.00
(a) FINDING DISCRIMINATION	(i+ii+iii)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY		0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING		0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY		0	0	0.00
(b) FINDING NO DISCRIMINATION		0	0	0.00
(c) DISMISSAL OF COMPLAINTS		0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

STATISTICAL REPORT OF DISCRIMINATION OF (REPORTING PERIOD BEGINS OCTOBER 1ST AND END		> 30TH)	
AGENCY OR DEPARTMENT: Commodity Futures Trading Commission	REPORTING		V 2042
AGENOT ON DEFAMILIATE COmmodity Futures Trading Commission	KLFOKTING	FERIOD, 1	1 2012
PART VI - SUMMARY OF CLOSURES BY CATEG	ORY (Continue	d)	
	TOTAL	TOTAL	AVERAGE
	NUMBER	DAYS	DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)	2	137	68.50
COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	2	137	68.50
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	1 1	56	56.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	1 1	81	81.00
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	0	0	0.00
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	σ	0	0.00
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00
PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED	BY TYPES OF	BENEFITS	
	NUN	IBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS)	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT			\$ 0.00
1. BACK PAY/FRONT PAY	C)	\$ 0.00
2. LUMP SUM PAYMENT	C)	\$ 0.00
3. COMPENSATORY DAMAGES	0		\$ 0.00
4. ATTORNEY FEES AND COSTS	0		\$ 0.00
D. INTENTIONALLY LEFT BLANK			
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT)	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSUF MONETARY BEN		NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
1. HIRES		0	0
a. RETROACTIVE		0	0
b. NON-RETROACTIVE	1	0	0
2. PROMOTIONS	The second secon)	Ŏ
a. RETROACTIVE)	0
b. NON-RETROACTIVE)	0
3. EXPUNGEMENTS)	0
4. REASSIGNMENTS)	0
5. REMOVALS RESCINDED)	0
a. REINSTATEMENT	(0
b. VOLUNTARY RESIGNATION	(e are now earlied and electrical delica-	0
6. ACCOMMODATIONS	(0
7. TRAINING			0
8. APOLOGY			0
9. DISCIPLINARY ACTIONS			0
a. RESCINDED			0
b. MODIFIED			0
10. PERFORMANCE EVALUATION MODIFIED			0
11. LEAVE RESTORED)	0
12			V
13			
14			

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

(NEI ONTIMOT ENIOD BEGING OUT	JULIN TOT MIND	LINDO OLI IL	IVIDER OUTTI		TO THE PARTY OF TH						
AGENCY OR DEPARTMENT: Commodity Futures Tradi	ng Comm	ission	REPORTING	PERIOD: FY	2012						
PART VIII - SUMMARY OF PEN	DING COMP	LAINTS BY	Y CATEGORY	7							
	NUMBER	NUMBER	AVERAGE	NUMBER OF D	AYS PENDING						
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	PENDING	OF DAYS	DAYS	FOR OLD	EST CASE						
(1+1a+2+3+4)	2	277									
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0.00	О .							
(Acknowledgement Letter)											
4. COMPLAINTS PENDING REGISION TO ACCEPT/DIOMICS	1	1	1.00	1							
1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS											
2. COMPLAINTS PENDING IN INVESTIGATION	0	0	0.00	0							
2 Communication of the Communi											
3. COMPLAINTS PENDING IN HEARINGS	0	0	0.00	0							
	1	276	276,00	276	,						
4. COMPLAINTS PENDING A FINAL AGENCY ACTION											
PART IX - SUMMARY OF IN	IVESTIGAT	ONS COM									
			TOTAL	TOTAL DAYS	AVERAGE						
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD		(1+3)	1	110	110.00						
INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL		(a+b+c)	0	0	0.00						
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			0	0	0.00						
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			0	0	0.00						
TIMELY COMPLETED INVESTIGATIONS			0	0	0.00						
2. UNTIMELY COMPLETED INVESTIGATIONS			0	0	0.00						
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			0	0	0.00						
2. AGENCY INVESTIGATION COSTS			\$ 0.00		\$ 0.00						
3. INVESTIGATIONS COMPLETED BY CONTRACTORS		(a+b+c)	1	110	110.00						
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			1	110	110.00						
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		·	0	. 0	0.00						
TIMELY COMPLETED INVESTIGATIONS			0	0	0.00						
2. UNTIMELY COMPLETED INVESTIGATIONS			0	0	0.00						
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			0	0	0.00						
4. CONTRACTOR INVESTIGATION COSTS			\$ 6,750.00		\$ 6750.00						
	The state of the s										

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Commodity Futures Trading Commission REPORTING PERIOD: FY 2012

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

A. INTENTIONALLY LEFT BLANK				
		T	7	
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS		
1. ADR OFFERED BY AGENCY	1	1		
2. REJECTED BY INDIVIDUAL (COUNSELEE)	1	1		
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM	0	0		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	0	0		
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	00	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.				
7.				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	0	0	0	0.00
1. MEDIATION	0	0	0	0.00
2. SETTLEMENT CONFERENCES		0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4 FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6 OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.				
10.				
11.				
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	0	0	0	0.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary	_(V) 0	0	0	0.00
b. NO FORMAL COMPLAINT FILED	0	0	0	0.00
c. COMPLAINT FILED				
i. NO RESOLUTION	0	0	0	0.00
ii. NO ADR ATTEMPT (aka Part X.E.1.d)	0	0	0	0.00
DECISION TO FILE COMPLAINT PENDING AT THE END OF THE e. REPORTING PERIOD	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Commodity Futures Trading Commission

REPORTING PERIOD: FY 2012

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

		E (COMPLAINT EILE			
		E (COMPLAINT FILE		-	
	CTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
1	ADR OFFERED BY AGENCY	0	0		
2.	REJECTED BY COMPLAINANT	0	0		
3.	INTENTIONALLY LEFT BLANK		_		
4.	TOTAL ACCEPTED INTO ADR PROGRAM	0	0		
	ESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	0	0		
1	INHOUSE	0	0		
2.	ANOTHER FEDERAL AGENCY	0	0		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS,				
	BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS		1		
	OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					r
		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
	ECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	0	0	0	0.00
1.	MEDIATION	0	0	0	0.00
2.	SETTLEMENT CONFERENCES	0	0	0	0.00
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	0	0	0	0.00
6.	OMBUDSMAN	0	<u> </u>	0	0.00
7.	MINI-TRIALS	0	0	0	0.00
8.	PEER REVIEW	0	0	00	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.					
11.					
12.	O OF CACEOUS COMPLAINT OF COURE	0040444470	OOMBI AINIANITO	DAY/0	AVED A OF DAVO
	S OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS 0.00
1.	TOTAL CLOSED	<u> </u>	0	0	0.00
	a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
	b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
	c. NO RESOLUTION	0	0	0	
	d. NO ADR ATTEMPT	00	0	0	0.00
2.	INTENTIONALLY LEFT BLANK	OOMBLAINTO	COMPLAINANTO	AMOUNT	
1.	ITS RECEIVED MONETARY (INSERT TOTALS)	COMPLAINTS 0	COMPLAINANTS 0	AMOUNT s 0.00	
- 1.	a. COMPENSATORY DAMAGES	0	0	\$ 0.00 \$ 0.00	
	b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
	c. LUMP SUM	0	0	s 0.00	
	d. ATTORNEY FEES AND COSTS	0	0	\$ 0.00	
	e.		0	\$ 0.00 \$	
	f.			\$	
	g.			\$	
2.	NON-MONETARY (INSERT TOTALS)	0	0	¥	
	a. HIRES	0	0		
	i. RETROACTIVE	0	0		
	ii. NON-RETROACTIVE	0	0		
	b. PROMOTIONS	0	0	all companies sections	
	i. RETROACTIVE	0	0		
	ii. NON-RETROACTIVE	0	0		
	c. EXPUNGEMENTS	0	0		
	d. REASSIGNMENTS	0	0		
	e. REMOVALS RESCINDED	0	0		
	i. REINSTATEMENT	0	0		
	ii. VOLUNTARY RESIGNATION	0	0		
	f. ACCOMMODATIONS	0	0		
	g. TRAINING	0	0		
	h. APOLOGY	0	0		
	i. DISCIPLINARY ACTIONS	0	0		
	i. RESCINDED	0	0		
		0	0		
	II (M()1)1616-1)				
	ii. MODIFIED				
	j. PERFORMANCE EVALUATION MODIFIED	0	0		
	j. PERFORMANCE EVALUATION MODIFIED k. LEAVE RESTORED				
	j. PERFORMANCE EVALUATION MODIFIED	0	0		

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Commodity Futures Trading Commission REPORTING PERIOD: FY 2012

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RES	SOURCES			
A. NO LONGER COLLECTED				
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	707			
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT				
INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	1			
IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY) IN HOUSE PART TIME (42 HOURS EEO ADR ONLY)	0			
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0 1			
 IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT) CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS) 	0			
4. CONTINOT (ANOTHER FEDERAL AGENOTIFITIVATE ORGANIZATIONS)				
(FUNDING OPPLIE	AMOUNT			
D. EEO ADR FUNDING SPENT	\$ 0.00			
E. EEO ADR CONTACT INFORMATION				
1. NAME OF FEO ADR PROGRAM DIRECTOR / MANAGER Tony Smith				
2. TITLE ISN Program Manager				
3. TELEPHONE NUMBER 202-565-0161 4. EMAII	լ Tony.Smith@HH	Saov		
3. TELEPHONE NUMBER 4. EIWIAII	L_Tony.onning	<u>5.gov</u>		_
F. EEO ADR PROGRAM INFORMATION		ļ	VE0	110
4. Despite against require the alleged reaponable management official to		DD0	YES	NO
 Does the agency require the alleged responsible management official to If yes, is there a written policy requiring the participation? 	participate in EEO A	DR?	Х	Х
Does the alleged responsible management official have a role in deciding.	ng if the case is appro	nriate for FEO ADR?	X	
2. Does the anogen responsible management emoti nave a rele in assum	IS II the odoe to apple	priate for ELO ADIA		<u></u>
CERTIFICATION AND CO	NTACT INFO	RMATION		
			An enter a service service and a service servi	Delin Control Control Control
I certify that the EEO complaint data contained in this report, EEOC Form 46				
Report of Discrimination Complaints, for the reporting period October 1, 2011	through September	30, 2012, is accurate and complete	Э.	
NAME AND TITLE OF CERTIFYING OFFICIAL: Lorena O Carrasco, Director, Div	ersity and Inclusion		that and any any and any and any	to to company them
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature	e) 5083	3		
DATE: 12/6/2012 TELEPHONE NUMBER: 202-418-5935	E-MAIL: lcarrasco@)cftc.gov		
NAME AND TITLE OF PREPARER: Lorena O Carrasco, Director, Diversity and	Inclusion			
DATE: 12/6/2012 TELEPHONE NUMBER: 202-418-5935	E-MAIL: lcarrasco@)cftc.gov		
The FY 2012 report (with the PIN entered) is due on or before October 31, 2012.				

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Appendix A - Comments

AGENCY: Commodity Futures Trading Commission - YEAR: 2012

Part 1

CFTC - I.D.1 Counselings - Part 1 Section D Line 1: Filed at the end of the period.

Part 3

CFTC - III.B.1 Coun/Agency - Judy Slowly and Harold Hill were on travel at the time of training. Therefore, they were unable to attend. They will be scheduled for the 8 hour training in FY 13.

Part 10

CFTC - X.C Counselings - This Agency uses Shared Neutral for ADR.

Part 12

CFTC - XII.B Employees participate in ADR - Mr. Smith works for another Federal Agency. He is not a contracted person. He is a collateral duty resource.

A TABLES Workforce Distributions by Race, National Origin, and Sex

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex	Table A1: TOTAL	WORKFORCE -	Distribution b	v Race/Ethnicit	v and Sex
--	-----------------	-------------	----------------	-----------------	-----------

					RACE/ETHNICITY													
			TOTAL								Non- H	ispanic	or Lati	no				
Employm Tenure		W	ORKFOR	CE	Hispar Lat		Whi	te	Black or Ame			ian	Native l	Hawaiian er Pacific inder	America or Alask			or more
		Ali	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<u>TOTAL</u>																		
Prior FY	#	665	386	279	16	7	312	169	33	80	25	22	0	0	. 0	0	.0	. 1
	%	0	0.580451128	0.4195489	0.0240602	0.010526	0.469172932	0.2541353	0.04962406	0.12030075	0.037594	0.0330827	0	0	0	0.	0 :	0.0015038
Current FY	#	707	408	299	21	8	326	182	35	80	26	26	. 0	0	. 0	0	0	3
	%	0	0.57708628	0.4229137	0.029703	0.011315	0.461103253	0.2574257	0.04950495	0.11315417	0.0367751	0.0367751	0	0	0	0	0	0.0042433
CLF (2000)	%	100.00	53.20	46.80	6.20	4.50	39.00	33.70	4.80	5.70	1.90	1.70	0.10	0.10	0.30	0.30	0.80	0.80
Difference	#	42	22	20	5	1	14	13	2	0	1	4	0	0	0	0	0	2
Ratio Change	%	0.00	0.00	0.00	0.01	0.00	-0.01	0,00	0.00	-0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	6.32	5.70	7.17	31.25	14.29	4.49	7.69	6.06	0.00	4.00	18.18	0.00	0.00	0.00	0.00	0.00	200.00
PERMANE	NT																	
Prior FY	#	644	368	276	16	7	296	168	31	78	25	22	0	0	0	0	0	I
	%	0	0.571428571	0.4285714	0.0248447	0.01087	0.459627329	0,2608696	0.04813665	0.12111801	0.0388199	0.0341615	· 0	0	0	i : . o	0	0,0015528
Current FY	#	680	388	292	20	8	310	179	33	78	25	25	0	0	0	0	0 -	2
	%	0	0.570588235	0.4294118	0.0294118	0.011765	0.455882353	0,2632353	0.04852941	0.11470588	0.0367647	0.0367647	0	0	0	0	0	0.0029412
Difference	#	36	20	16	4	1	14	11	2	0	0	3	0	0	0	0	0	1
Ratio Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	5.59	5.43	5.80	25.00	14.29	4.73	6.55	6.45	0.00	0.00	13.64	0.00	0.00	0.00	0.00	0.00	100.00
TEMPORA	RY																	
Prior FY	#	21	18	3	0	0	16	1	2	2	0	.0.	0	. 0	0	0	0.	0.
	%	0	0.857142857	0.1428571	0	0	0.761904762	0.047619	0.0952381	0.0952381	0	0	0	0	0	0	0	0
Current FY	#	27	20	7		0	16	3	2	2	1111	1	0	0	0	0	. 0	1
	%	0	0.740740741	0,2592593	0.037037	0	0.592592593	0.1111111	0.07407407	0.07407407	0.037037	0.037037	0	0	0	0 -	0	0.037037
Difference	#	6	2	4	1	0	0	2	0	0	1	1	0	0	0	0	0	1
Ratio Change	%	0.00	-0.12	0.12	0.04	0.00	-0.17	0.06	-0.02	-0.02	0.04	0.04	0.00	0.00	0.00	0.00	0.00	0.04
Net Change	%	28.57	11.11	133.33	0.00	0.00	0,00	200.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NON-APPI	OPI	RIATEI	2				-							-				
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0 -	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current FY	#	0	0	0	0.	0	0	0	0	0	0	0	0	0 0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	0.00	0.00	0.00	0,00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0,00	0.00	0.00	0.00	0.00	0,00	0,00	0.00	0.00	0.00	0.00

		Tabl	le A2:]	ГОТАІ	L WOR	KFOR	CE BY	COM	PONEN	T - Dis	tributi	on by R	ace/Et	hnicity	and S	Sex		
										RAC	E/ETH	NICIT	Y					
TO 15			TOTAL								Non- I	Hispanic	or Latin	10	· · · · · · · · · · · · · · · · · · ·			
Employmer Tenure	at	EM	IPLOYI	EES	Hispanic or Latino		White			Black or African American		Asian		awaiian r Pacific ider	American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL FY	#	680	388	292	20	8	310	179	33	78	25	25	0	0	0	0	0	2
IUIALFI	%	0	0.570588	0.429412	0.029412	0.011765	0.455882	0.263235	0.0485294	0.1147059	0.036765	0.0367647	0	0	0	0	0	0.002941
CLF 2000	%	100.00	53.20	46.80	6.20	4.50	39.00	33.70	4.80	5.70	1.90	1.70	0.10	0.10	0.30	0.30	0.80	0.80
OFFICE OF THE CHAIRMAN	#	12	- 8	4	0	0	6	1	2	3	0	0	0	0 -	0	0	0	0
	%	0	0.666667	0.333333	0	0	0.5	0.083333	0.1666667	0.25	0	0	0	0	0	0	0	0
COMMISSIONER SOFFICES	#	9	7	2	0	0	6	. 2	0	0	1	0	0	0	0 -	0	0	0
	%	0	0.777778	0.222222	0	0	0.666667	0.22222	0	0	0.111111	0	0	0	0	0	0	0
DIVISION OF CLEARING AND	#	59	34	25	2	3	27	16	2	5	3	1	0	0	0	0	0	0
RISK	%	0	0.576271	0.423729	0.033898	0.050847	0.457627	0.271186	0.0338983	0.0847458	0.050847	0.0169492	0	0	0	0	0	0
DIVISION OF ENFORCEMENT	#	167	97	70	2	. 0 .	88	59	3	6	4	5	0.	0	0	0	0	0
EN ORGENIENT	%	0	0.580838	0.419162	0.011976	0	0.526946	0.353293	0.0179641	0.0359281	0.023952	0.0299401	0	. 0	0	0	0	0
DIVISION OF MARKET	#	124	81	43	1	0	75	29	2	10	3	4	0	0	0	0.	0	0
OVERSIGHT	%	0	0.653226	0.346774	0.008065	0	0.604839	0.233871	0.016129	0.0806452	0.024194	0.0322581	0	0	0	0	0	0
OFFICE OF GENERAL	#	53	23	30	1	0	13	18	5	8	4	4	0	0	0	0	0	0
COUNSEL	%	0	0.433962	0.566038	0.018868	0	0.245283	0.339623	0.0943396	0.1509434	0.075472	0.0754717	0	0	0	0	0	0
OFFICE OF THE EXECUTIVE	#	83	33	50	5	. 3	21	22	6	22	1.	2	0	0	0	0	0	1
DIRECTOR	%	0	0.39759	0.60241	0.060241	0.036145	0.253012	0.26506	0.0722892	0.2650602	0.012048	0.0240964	0	0	0	0	0	0.012048
OFFICE OF THE CHIEF	#	7	6	1	1	0	5	1	0	0	0	0	. 0	0	0	0	0	0
ECONOMIST	%	0	0.857143	0.142857	0.142857	0	0.714286	0.142857	0	0	0 .	0	0	0	0	0	0	0
OFFICE OF INTERNATIONAL	#	10	5	5	1	0	4	3	0	1	0	1	0	0	0	0	0	0
AFFAIRS	%	0	0.5	0.5	0.1	0	0.4	0.3	0	0.1	0	0.1	0	0	0	0	0	0
DIV OF SWAP DEALER &	#	71	39	32	3	2	31	16	4	9	1	5	0	0	0	0	0	0
INTERM OVERS	%	0	0.549296	0.450704	0.042254	0.028169	0.43662	0.225352	0.056338	0.1267606	0.014085	0.0704225	0	0	0	0	0	0
OFFICE OF DATA AND	#	85	55	30	4	0	34	12	9	14	8	3	0	0	0	0	0	1
TECHNOLOGY	%	0	0.647059	0.352941	0.047059	0	0.4	0.141176	0.1058824	0.1647059	0.094118	0.0352941	0	0	0	0	0	0.011765

			·

Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

										RAC	E/ETH	INICI	ΓY				
Occupational			TOTAL								Non- I	Hispani	c or La	tino			
Categories		EN	PLOY	EES	Hispanic or Latino White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian		Two or		
	endra (Silva)	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
1. Officials and Managers							SEC.										
Executive/Senior Level	#	118	83	35	3	2	72	31	5	2	3	0	0	0	0	0	0
(Grades 15 and Above)	%	0	0.70339	0.29661	0.02542	0.016949	0.610169	0.262712	0.04237	0.016949	0.02542	0	0	0	0	0	0
	#	31	17	14	0	1	14	9	1	4	2	0	0	0	0	0	0
Mid-level (Grades 13-14)	%	0	0.548387	0.451613	0	0.032258	0.451613	0,290323	0.03226	0.129032	0.06452	0:	0	0	0	0	0
First-Level (Grades 12 and	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Below)	%	. 0	0	0	0	0	0	0	0	0	0	0	0	0	0 :	· ;:::: 0 · · · · ·	0
	#	141	75	66	8	2	55	35	9	24	3	3	0	0	0	0	0
Other	%	0	0.531915	0.468085	0.05674	0.014184	0.390071	0.248227	0.06383	0.170213	0.02128	0.02128	0	0	0	0	0
Officials and Managers -	#	290	175	115	11	5	141	75	15	30	8	3	0	0	Ō	0	0
TOTAL	%	0.00	0.603448	0.396552	0.03793	0.017241	0.486207	0.258621	0.05172	0.103448	0.02759	0.01034	0	0	0	0	0
2. Professionals	#	350	206	144	9	2	166	100	14	20	17	22	0	0	0	0	0
	%	0	0.588571	0.411429	0.02571	0.005714	0.474286	0.285714	0.04	0.057143	0.04857	0.06286	0	0	.0	0	0
3. Technicians	#	4	2	2	0	0	0	0	2	2	0	0	0	0	0	0	0
	%	0	0.5	0.5	0	0	0	0	0.5	0.5	0	0 :	0	0 :::	0	0	0
4. Sales Workers	#	0	0	0	0	O	0	0	0	C	0	0	0	C	0	0	C
	%	0	0	.0	0	0	0	0	0	0.0	:::::0:::	0	0	0	0	0	0
5. Administrative	#	29	3	26	0	1	1	3	2	22	0	0	0	C	0	0	C
Support Workers	%	0	0.103448	0.896552	0	0.034483	0.034483	0.103448	0.06897	0.758621	[14] O-11.	0	0::	0	0	0	0 -
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	.0	0	0	0	0	0
^	%	0	0	0	0	0	0	0	0	0	0	0	0	0:	0	0	0
	#	0	0	0	0	0	0	0	0	0	. 0	.0	0	0	0	0	0
8. Laborers and Helpers	%	0	0	0	0	0	0	0	. 0	0	0	0	0	0	0	::0	. 0
9. Service Workers	#	4	0	4	0	0	0	0	0	4	0	0	0	0	0.	0	0
	%	0	0	0.6156	0	0	0	0	0	1	0	0	0	0	0	0	0

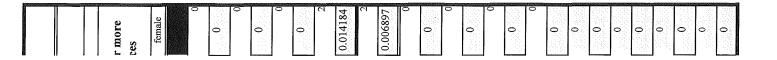


Table A4 - Participation Rates For CFTC Grades (Permanent) - Distribution by Race/Ethnicity and Sex

Grade Level	All Employees	All Males	All Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males
CT-1 (#)	0	0	0	0	0	0	0	0
CT-2 (#)	0		0	0	0	0	0	0
CT-3 (#)	0	0	0	0	0	0	0	0
CT-4 (#)	0	0	0	0	0	0	0	0
CT-5 (#)	0	0	0	0	0	0	0	0
CT-6 (#)	1	0	1	0	0	0	0	0
CT-7 (#)	8	1	7	0	1	0	1	1
CT-8 (#)	9	0	9	0	0	0	1 - 1 -	0
CT-9 (#)	15	6	9			4	2	1
CT-10 (#)	3	0	3	0	0	0	0	0
CT-11 (#)	25	9	16	1	1	6	5	2
CT-12 (#)	46	27	19	2	0	20	7	2
CT-13 (#)	177	98	79	2	1	81	41	11
CT-14 (#)	232	138	94	7	2	109	74	9
CT-15 (#)	124	81	43	7	2	65	36	6
All Other (Unspecified CT) (#)	35	24	11	0	0	21	11	1
SES (#)	0	0	0	0	0	0	0	0
Other Senior Pay (Non- SES) (#)	5	4	1	0	0	4	1	0

Black or African American Females	Asian Males	Asian	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	Indian or	American Indian or Alaska Native Females	Two or More Races Males	Two or More Races Females
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0 *	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0.00	0 - 5
8	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
8	3	3	0	0	0	0	0	1
24	4	12	0	0	0	0	0	1
9	13	9	0	0	0		0	0
4	3	1	0	0	0	0	0	0
0	2	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0

Table A4 (Temporary) - Participation Rates For CFTC Grades (Temporary) - Distribution by Race/Ethnicity

Grade Level	All Employees	All Males	All Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males
CT-1 (#)	0	0	0	0	0	0	0	0
CT-2 (#)	0	0	0	0	0	0	0	0
CT-3 (#)	0	0	0	0	0	0	0	0
CT-4 (#)	0	0		0	0	0	0	0
CT-5 (#)	0	0	0		0	0	0	0
CT-6 (#)	0	0	0		0	0	0	0
CT-7 (#)	0	0	0	0	0	0	0	0
CT-8 (#)	0	0			0	0	0	0
CT-9 (#)	0	0		0	0	0	0	0
CT-10 (#)	0	0	0	0	0	0	0	0
CT-11 (#)	0	0	0	0	0	0	0	0
CT-12 (#)	1	0	1	0	0	0	0	0
CT-13 (#)	2	2	0	0	0	1	0	0 10 11
CT-14 (#)	1	0		0	0	0	1	0
CT-15 (#)		1	0	0	0		0	0
All Other (Unspecified CT) (#)	4	4	0	0	0	3	0	1
SES (#)	5	3	2	1	0	1	2	1
Other Senior Pay (Non- SES) (#)	0	0	0	0	0	0	0	- 0

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tal CT	orkforce	emporary)	
To	ž	(Te	#

and Sex

Black or African American Females	Asian Males	Asian	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or More Races Males	Two or More Races Females
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	. 0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0		0
0	0	1	0	0	0	0	0	0
0	1	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0

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										RACI	E/ETH	INICI	TY					
WD/WG,	- 1	T (T)	Y 178 (198	OXIEEG							Non- H	Iispani	c or Lat	ino				
WL/WS & OTHER Wa Grades	- 1	TOTA	L EMPI	LOYEES	Hispai Lat	i	Wh	iite	Black or Ame		Asi	ian	Native H or Other Islar	r Pacific	Americar or Alaska			or more
Grade-01 # Grade-02 #	Ali	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Grade-01		0	0	0.000	0	0	ji wa opinini	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0	0	0	0				0	0	0	0	0		
Grade-02	%	0	0	0	jegari o sersia	0.0	0	0	0	0	0	0	0	0	0	0	0	0
	#	0	0		0		0	0				C				0		
Grade-03	%	0	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0 0	0	0
	#	0	0	0	0	0	0	0	0	0	Ō	C	0	0	0	0	0	,
Grade-04	%		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.	0
	#	0	0		0	0	0	0	0	0	0	C	0	0	0	0	0	,
Grade-05	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	0	0	0	0	0	0	0	0	0	0	(0	0	0	0	0	,
Grade-06	%	0	0	6 0 0	0	0	0	0	0	0	0.	0	0	0	0, ,	0	0	0
	#	0	0	0	0	0	0	0	0	0	0	(0	0	0	0	0	,
Grade-07	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G 1 00	#	0	0	0	0	0	0	0	0	0	0	(0	0	0	0	0)
Grade-08	%	0	0	0	0	0-11	0	eren. 0 'en i'	0	0	0	0	0	0	0	0	0	0
C1-00	#	0	0	0	0	0	0	0	0	0	0	(0	0	0	0	0)
Grade-09	%	0	0	0	0	0	0	0	0	0	0	. 0	0	0	0	0	0	0
Grade-10	#	0	0	0	0	0	0	0	0	0	0	(0	0	0	C	0	O .
Grade-10	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-11	#	0	0	0	0	0	0	0	0	C	0	(0	0	C	0	C)
Graue-11	%	0	.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-12	#	0	0	0	0	0	0	0	0	C	0	(0	0	C		C	1
~ x-	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-13	#	0	0	0	C	0	0	C	0	(0	(0 0	0) (0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-14	#	0	C	0	- 0	0	C				0	,	0 0	0			<u>'</u>	0
	%	0	.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-15	#	0	C								<u> </u>		0 0			1		0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage	#	0	- 0	0			C		<u> </u>		0	 	0	0			<u> </u>	7
Grades	#	0	0	0 0	0	0 0	0	0	0	0	0 0	0	0 0	0	0	0	0	0

Tab	le A	.6: PA	RTICI	PATIC)N RAT	TES F	OR MA	JOR C	CCUP	ATION	S - Dis	tributi	on by R	ace/Eth	nicity a	and Sex	X.	
										RAC	CE/ET	HNICI	TY					
Job Title/Series	,		TOTAL								Non-	Hispan	ic or Lat	ino				
Agency Rate Occupational CL (Job Title-Series	- 1	EN	I PLOYI	EES	Hispar Lat		WI	nite	Black or Ame		As	ian	l	awaiian or Pacific nder	America or Alask			or more
AMAIL CONTRACTOR OF THE CONTRA		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
ATTORNEY-0905	#	278	163	115	7	2	139	95	6	-6	11	12	0	0	0	0	0	C
	%	0	0.586331	0.413669	0.02518	0.00719	0.5	0.341727	0.0215827	0.021583	0.039568	0.043165	0	0	0	0	0	0
Occupational CLF	%	100%	71.30%	28.70%	2.00%	1,20%	65.20%	23.90%	2.00%	1.90%	1.20%	1.00%	0.00%	0.00%	0.10%	0.10%	0.30%	0.20%
GRAL INSP INV & COMPLIANCE-1801	#	62	36	26	3	0	29	15	2	11	2	0	0	0	Ō	0	0	C
COMPLIANCE-1601	%	0.	0.580645	0.419355	0.048387	0	0.467742	0.241935	0.0322581	0.177419	0.032258	0	0	0	0	0	0	0
Occupational CLF	%	100%	52.90%	47.10%	4.20%	3.50%	41.30%	34.10%	3.20%	2.40%	5.40%	3.70%	0.00%	0.00%	0.20%	0.10%	0.60%	0.40%
ECONOMIST-0110	#	58	46	12	1	0	42	11	1	0	2	1	0	0	0	0	0	(
	%	0	0.793103	0.206897	0.017241	0	0.724138	0.189655	0.0172414	0	0.034483	0.017241	0	0	0	0	0	0
Occupational CLF	%	100%	69.40%	30.60%	3.10%	2.00%	56.30%	21.60%	3.20%	2.40%	5.40%	3.70%	0.00%	0.00%	0.20%	0.10%	0.60%	0.40%
AUDITOR-0561	#	43	23	20	1	2	18	7	4	6	0	5	0	0	0	0	0	
	%	0	0.534884	0.465116	0.023256	0.04651	0.418605	0.162791	0.0930233	0.139535	: · O. · ·	0.116279	0	0	0	0	: 0	. 0
Occupational CLF	%	100%	10.60%	89.40%	1.10%	5.70%	7.30%	73.20%	1.20%	6,20%	0.70%	2.07%	0.00%	0.10%	0.00%	0.30%	0.10%	0.50%
GRAL BUSN INDUSTRY-	#	46	35	11	3	1	28	8	2	1	2	1	0	0	0	0	0	(
1101	%	0	0.76087	0.23913	0.065217	0.02174	0.608696	0.173913	0.0434783	0.021739	0.043478	0.021739	0	0	0	0	0	0
Occupational CLF	%	100%	43.40%	56.60%	4.90%	7.80%	30.20%	39.70%	4.90%	7.80%	2,60%	2.30%	0.10%	0,10%	0.10%	0.20%	0.30%	0.40%
IT MGMT-2210	#	57	41	16	2	0	27	8	6	5	6	3	0	0	0	0	0	(
	%	0	0.719298	0.280702	0.035088	0	0.473684	0.140351	0.1052632	0.087719	0.105263	0.052632	0	0	0	0	0	0
Occupational CLF	%	100%	66.80%	33.20%	3.10%	1.60%	50,40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.20%	0.10%	0.70%	0.20%
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			Table	A8: NE	W HIRE	S BY TY	YPE OF	APPOIN	TMEN'	T - Distri	bution by	y Race/I	Ethnicity	y and Se	ex		
										RAC	E/ETHI	NICIT	Y				
Transar			TOTAL				•				Non- H		or Lati	no			
Employme Tenure		W	ORKFOF	RCE	Hispanic o	or Latino	W	hite		r African erican	Asi	an	Native H or Other Islan		America or Alaska		Two oi
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
D	#	89	48	41	4	2	35	24	5	6	4	7	0	0	0	0	0
Parmonant L	%	0	0.539326	0.460674	0.044944	0.02247	0.39326	0.269663	0.05618	0.067416	0.044944	0.07865	0	0	0	0	0
	#	9	5	4	1	1	3	2	0	0	1	1	0	0	0	0	0
Temporary	%	0	0.555556	0.444444	0.111111	0.11111	0.33333	0.222222	0	0	0.111111	0.11111	0	0	0	0	0
NON-	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Appropriated	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	98	53	45	5	3	38	26	5	6	5	8	0	0	0	0	0
TOTAL	%	0	0.540816	0.459184	0.05102	0.03061	0.38776	0.265306	0.05102	0.061224	0.05102	0.08163	0	0	0	0	0
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%

	r more	female 2 0.02247	0 0	0 2 0.02041 0.80%
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	ļ		TOTAL	,						191	Non	- Hispai	nic or La	tino				
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	ment Tenure WORKFOR										Non	- Hispan	ic or Lat	tino			
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		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
Total Employees	#	19	9	10	0	0	6	6	2	4	1	0	0	0	0	0	0
Eligible for Career Ladder Promotions	%	0	0.473684	0.526316	0	0	0.315789	0.315789	0.105263	0.210526	0.052632	0	0	0	0	0	0
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										RΔ	CE/ET	HNICI	TY	***************************************				
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Total Applications Received		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Received	#	U	0	0	U			U	0	U	0	U	U		U		0	0
0 110 1	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	#	U	0			0	0	U	0			U ₁	U	0		0	- V	U
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected Relevant Applicant Pool	%	U	0	0.	U	0	U	0	-	U	0	0		0	-	-	-	-
Plan - Grade: SES			1 1 1 1 1 1 1	r ta				F	· · · · · · · · · · · · · · · · · · ·	T =		1	1		1	<u> </u>	1	
Total Applications	#																	<u> </u>
Received	%	0	0	0	0	0	-0	0	0	0	0	0	0	0	0	0	0	0
	#																	
Qualified	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	#																	1
Selected	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	1 2		1			l in this section			l		1			1	1		1

										RA	CE/ET	THNIC	TY				
TT W	,		TOTAL	ı							Nor	ı- Hispaı	ic or La	tino	••••		
Employmen Tenure	it	WO	RKFOI	RCE	Hispanic	or Latino	W	hite		r African rican	As	sian	or Othe	Hawaiian er Pacific inder	1	n Indian ka Native	Two or m
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
Career Develo	omer	t Progr	ams for	GS 5 - 1	12		112.01										
Slots	#																
Relevant Pool	%																
Applied	#																
	%	0	0	.0	0	0	0	0	0	0	0	0	0	0	0	0.00	0
Participants	#												an at ye katan j				
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Career Develo	pmer	ıt Progr	ams for	GS 13 -	14												
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Relevant Pool	%																
Applied	# %																
D	#	0	0	0	0	0	0	0	0	.0	0	0	0	0	0	0	0
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Career Develo	pmei #	it Progi	ams for	GS 15 a	ind SES												100 March 2000
Relevant Pool	%		and an Antique	g Bernelessen	zi Sasarrana		S antagetta	e en avere	n to annuariance	. Bernandizen	un desile conte		and the second		e programme e	Teorite periode per	
	#																
Applied	%	0	0	0	0								0				
Participants	#	U	0 - 0	0	n Ipápan Ostála. A Francisco	0	0	0	0	0	0	0	U	0	0	0	0
r ar ticibants	%	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0

	0.0000000000000000000000000000000000000	Table 2	A13: E	MPLO'	YEE RI	ECOGI	VITION	AND.	AWAR	DS - Di	istribut	ion by l	Race/E	thnicity	and Se	×		P 441
										RA	CE/ET	HNICI'	ΓY					
Employment			TOTAL								Non	- Hispan	ic or Lat	ino				
Tenure		wo	RKFOR	CE	Hispanic	or Latino	Wi	nite		· African rican	As	ian	or Othe	Iawaiian r Pacific nder		n Indian a Native	Two or	
	samia colorea	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off awar	ds -	- 1-9 ho	urs															
Total Time-Off	#	175	87	88	2	4	73	52	8	21	4	11	0	0	0	0	0	0
Awards Given	%	0	0.497143	0.502857	0.011429	0.022857	0.417143	0.297143	0.045714	0.12	0.022857	0.062857	0	0	0	0	0	0
Total Hours		1472.00	731.00	741.00	18.00	36.00	609.00	429.00	69.00	185.00	35.00	91.00	0.00	0.00	0.00	0.00	0.00	0.00
Average Hours		8.4114	8.4023	8.4205	9	9	8.3425	8.25	8.625	8.8095	8.75	8.2727						
Time-Off awar	ds ·	- 9+ hot	urs															
Total Time-Off	#	130	66	64	3	1	58	51	2	7	3	5	0	0	0	0	0	0
Awards Given	%	0	0.507692	0.492308	0.023077	0.007692	0.446154	0.392308	0.015385	0.053846	0.023077	0.038462	0	0	. 0	0	0	0
Total Hours		2767.00	1361.00	1406.00	54.00	24.00	1225.00	1117.00	36.00	170.00	46.00	95.00	0.00	0.00	0.00	0.00	0.00	0.00
Average Hours		21.285	20.621	21.969	18	24	21.121	21.902	18	24.286	15.333	19	16.5			<u>.</u> :	Ľ.	
Cash Awards -	\$1	00 - \$50	00															
Total Cash Awards	#	15	6	9	0	1	5	3	1	3	0	2	0	0	0	0	0	0
Given	%	0	0.4	0.6	0	0.066667	0.333333	0.2	0.066667	0.2	0	0.133333	0	0	0	0	0	0
Total Amount		6600.00	2550.00	4050.00	0.00	500.00	2050.00	1500.00	500.00	1500.00	0.00	550.00	0.00	0.00	0.00	0.00	0.00	0.00
Average Amount		440	425	450		500	410	500	500	500		275						
Cash Awards \$	5 0:	1+	Angle Comment of the Antonian Section 2015		A Simonomore and American			1926 i i hadii Maruu i aadan ah hada isaacii i						der Miller von Amerikaanske op de se en de fan de bevender in 1900 ûnee		Observation and Control of the Contr		er (en long propiet en en en en en en en en en en en en en
Total Cash Awards	#	466	265	201	17	4	204	123	25	54	19	18	0	0	0	0	0	2
Given	%	0	0.56867	0.43133	0.036481	0.008584	0.437768	0.263948	0.053648	0.11588	0.040773	0.038627	0	0	0	0	0	0.00429
Total Amount	•	953088	560071	393017.00	34450	7603.00	444133.00	278545.00	42450.00	75844	39038.00	28775	0.00	0.00	0.00	0.00	0.00	2250
Average Amount		2045.3	2113.5	1955.3	2026.5	1900.8	2177.1	2264.6	1698	1404.5	2054.6	1598.6						1125
Quality Step In	cre	eases (Q	QSI)								_							
Total QSIs Awarded	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	. 0	0	0	0	0	0	0	0
Total Benefit		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	. 0
Average Benefit			Y SALAR				Marie Service		g Treett p								ettaan e	

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and the second s	nama Anne en mere en en 1931 (1931)		Гable A1	4: SEPA	RATIO	NS BY 7	TYPE O	F SEPAF	RATION	- Distril	bution by	Race/E	thnicity	and Sex		A Company of the Comp		
										RA	CE/ET	HNICI	TY					
			TOTAL								No	n- Hispan	ic or Lati	no				
Employment Te	enure	wo	RKFOR	RCE	Hispanic	or Latino	Wi	hite	Black or Ame	-	Asi	an	or Othe	Hawaiian er Pacific nder	America or Alask		Two or n	nore races
	·	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	53	29	24	0	1	22	13	3	8	4	2	C	0	0		0	0
V Olulital y	%	0	0.54717	0.45283	0	0.018868	0.415094	0.245283	0.056604	0.150943	0.075472	0.037736	0	d d	0:	0	0	0
_	#	1	1	0	0	0	1	0	0	0	0	0	C	0	0	(0	0
Involuntary	%	0	1	0	0	0	1	0	0-11-1	0	0	0	0	0	0	0	0	0
												-						
	#	54	30	24	0	1	23	13	3	8	4	2		0	0	(C	0
Total Separations	%	0	0.555556	0.444444	0	0.018519	0.425926	0.240741	0.055556	0.148148	0.074074	0.037037	0	0	0	0	0	0
Total XX/oul-Course	#	707	408	299	21	8	326	182	35	80	26	26		0	0	(0	3
Total Workforce	%	0	0.577086	0.422914	0.029703	0.011315	0.461103	0.257426	0.049505	0.113154	0.036775	0.036775	0 1	0	0	0	0	0.004243

Workforce Distributions by Disability and Targeted Disability

			Tota	al by Disa	bility Sta	atus			Deta	ail for T	argeted	Disabi	lities		
Employme Tenure	nt	TOTAL	No Disability [05]	Not Identified [01]	Disability[06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities[28, 32-38 or 30]		Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
TOTAL								· · · · · · · · · · · · · · · · · · ·							<u>, </u>
Prior FY	#	665	633	17	15	1	0.	1	0	11.11.11.11.11.11.11.11.11.11.11.11.11.	0	0 1	0	0	0
	%	0	0.95188	0.0255639	0.022556	0.001504	0	0.0015038	0	0	0	0	0	0	0
Current FY	#	707	666	17	24	1	0	1	0	0	0	0	0	0	. 0
	%	0	0.942008	0.0240453	0.033946	0.001414	0	0.0014144	0	0	0	0	0	0	0
Difference	#	42	33	0	9	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	-0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	6.32	5.21	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Goal	%				08,555	2.00							22 (10 Marie 10	T	
<u>PERMANE</u>	NT														
Prior FY	#	644	613	16	15	11111	0	1	0	0	0	0	0.000	0	0
Prior F1	%	0	0.951863	0.0248447	0.023292	0.001553	0	0.0015528	0	0	0	0	0	0	0
Current FY	#	680	641	16	23	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0	1	0	0	0	0	.0	0	0
Current Fr	%	0	0.942647	0.0235294	0.033824	0.001471	0	0.0014706	0	0	0	0	0.000	0	0
Difference	#	36	28	0	8	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	-0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	5.59	4.57	0.00	53.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TEMPORA	RY			ofunication managements of 22++	**************************************		\$\$\tag{\text{contract}}	- Monodineumocoocinesasos asconoconie-		olikus Commence on professional and Managagagagagagagagagagagagagagagagagaga	//////////////////////////////////////	- Opposite the state of the sta		eddaulau augement emboda i forma a ta a a a a a a a a a a a a a a a	The state of the s
	#	21	20	1,404	0	0	0	0	0	0	0	0	0	0	0
Prior FY	%	0	0.952381	0.047619	0	0	0	0	0	0	0	0	0	0	0
Current FY	#	27	25	1	1	0	0	0	0	0	0	0	0	0	0
Current	%	0	0.925926	0.037037	0.037037	0	0	0	0	0	0	0	0	0	0
Difference	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	-0.03	-0.01	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	28.57	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NON-APP	ROP	RIATE	<u>)</u>												
Prior FY	#	0	0	0	0	0	0	0	0	0,000	0	0	0.6	0	0
F1101 1 1	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 Net Change | %

Table B2: TOTA	L WORKFORCE BY	COMPONENT - I	Distribution by	Disability [OPM Fo	orm 256 Self-Identifica	tion Codes]
1						

_			Tota	l by Disa	bility Sta	atus			De	etail for	Target	ed Disal	oilities	
Employmen Tenure		TOTAL	No Disability [05]	Not Identified [01]	Disability[06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]
Total Work	#	680	641	16	23	1	0	1	0	0	0	0	0	0
Force	%	0	0.94265	0.02353	0.0338	0.0015	0	0.00147	0	0	0	0	0	0
Federal Goal						2.00								
OFFICE OF THE	#	12	12	0	0	0	0	0	0	0	0	0	0	0
CHAIRMAN	%	0	1	0	0	0	0	0	0	.0	0	0	0	0
COMMISSIONE	#	9	9	0	0	0	0	0	0	0	0	0	0	0
RS OFFICES	%	0	1	0	0	0	0	0	0	0	0	0	0	0
DIVISION OF	#	59	56	2	1	0	0	0	0	0	0	0	0	0
CLEARING AND RISK	%	0	0.94915	0.0339	0.0169	0	0	0	0	0	0	0	0	. 0
DIVISION OF	#	167	159	2	6	0	0	0	0	0	0	0	0	0
ENFORCEMENT	%	0	0.9521	0.01198	0.0359	0	0	0	0	0	0	0	0	0
DIVISION OF MARKET	#	124	114	4	6	0	0	0	0	0	0	0	0	0
OVERSIGHT	%	0	0.91935	0.03226	0.0484	0	0	0	0	0	0	0	0	0
OFFICE OF	#	53	48	1	4	1	0	1	0	0	0	0	0	0
GENERAL COUNSEL	%	0	0.90566	0.01887	0.0755	0.0189	0	0.01887	0	0	0	0	0	0
OFFICE OF THE	#	83	75	3	5	0	0	0	0	0	0	0	0	0
EXECUTIVE DIRECTOR	%	0	0.90361	0.03614	0.0602	0	0	0	0	0	0	0	0	0
OFFICE OF THE CHIEF	#	7	7	0	0	0	0	0	0	0	0	0	0	0
ECONOMIST	%	0	1	0	0	0	0	0	0	0	0	0	0	.0
OFFICE OF	#	10	10	0	0	0	0	0	0	0	0	0	0	0
INTERNATIONA L AFFAIRS	%	0	1	0	0	0	0	0	0	0	0	0	0	0
DIV OF SWAP	#	71	69	1	1	0	0	0	0	0	0	0	0	0
DEALER & INTERM OVERS	%	0	0.97183	0.01408	0.0141	0	0	0	0	0	0	0	0	0
OFFICE OF	#	85	82	3	0	0	0	0	0	0	0	0	0	0
DATA AND TECHNOLOGY	%	0	0.96471	0.03529	0	0	0	0	0	0	0	0	0	0

	ism			1 2 3 4 4										4.54 											
With the control of t	Dwarf	[92	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

				le B3 - (:::L:	*
Occumptional			lota	ıl by Disa	ibility St	atus			De	etail for	Target	ed Disabi	lities	
Occupational Category		TOTAL	No Disability [05]	Not Identified [01]	Disability[06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremitie s[28, 32- 38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]
1. Officials and Managers - Executive/Senior Level (Grades	#	118	114	3	1	0	0	0	0	0	0	0	0	
15 and Above)	%	0	0.9661	0.025424	0.00847	0	0	0	0	0	0	0	0	0
Mid-Level (Grades 13-	#	31	31	0	0	0	0	0	0	0	0	0	0	0
14)	%	0	1	0	0	0	0	0	0	0	0	0	0	0
First-Level (Grades 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0
and Below)	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Officials and	#	141	132	5	4	0	0	0	0	0	0	0	0	0
Managers 	%	0	0.93617	0.035461	0.02837	0	0	0	0	0	0	0	0	0
Officials and Managers	#	290	277	. 8	5	0	0	0	0	0	0	0	0	0
TOTAL	%	0	0.95517	0.027586	0.01724	0	0	0	0	0	0	0	0	0
2. Professionals	#	352	327	7	18	1	0	1	0	0	0	0	0	0
2. Professionals	%	0	0.92898	0.019886	0.05114	0.00284	0	0.00284	0	0	0	0	0	0
3. Technicians	#	4	4	0	0	0	0	0	0	0	0	0	0	0
J. recimicians	%	0	1	0	0	0	0	0	0	0	0	0	0	0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Administrative	#	29	28	1	0	0	0	0	0	0	0	0	0	0
Support Workers	%	0	0.96552	0.034483	0	0	0	0	0	0	0	0	0	0
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	. 0
o. Clait Workers	%	0	0	0	0	0	0	0	0	0	0	0	0	0
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0
- Operatives	%	0	0	0	0	0	0	0	0	0	0	0	0	0
8. Labors and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0
o. Labors and Helpers	%	0	0	0	0	0	0	0	0	0	0	0	0	0
9. Service Workers	#	4	4	0	0	0	0	0	0	0	0	0	0	0
A DELAICE AANIMELD	%	0	1	0	0	0	0	0	0	0	0	0	0	0

THE CONTRACTOR	week management and management				0.022869533003305		0110111001=00°0	W-10-10C 1000	esseemen voor	2200142400000000000		77777777777777777777777777777777777777	meds-Wakes	220000000000000000000000000000000000000	× × × × × × × × × × × × × × × × × × ×	Svenovinus.	incontra o va	- NATIONAL GOOD STATE	· Cilina and a constant	Product Address of	(Ver) August trees	220-25/10/15 825	100 i 100 ii 100 ii 100 ii	a sanana a	1990-0015-00	onik kainen Verenz	nonconstant production	
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orwania regional		varfi: [92]		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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Table B4 - Participation Rates For CFTC Grades (Permanent) - Distribution by Disability

	All Employees	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25	Missing Extremities [28, 32-38 or 30]
CT-1 (#)	0	0	0	0	0	0	0	0
CT-2 (#)	0	0	0	0	0	0	0	0
CT-3 (#)	0	0	0	0	0	0	0	0
CT-4 (#)	0	0	0	0	0	0	0	0
CT-5 (#)	0	0	0	0	0	0	0	0
CT-6 (#)	1	1	0	0	0	0	0	О
CT-7 (#)	8	7	1	0	0	0	0	0
CT-8 (#)	9	9	0	0	0	0	0	0
CT-9 (#)	15	15	0	0	0	0	0	0
CT-10 (#)	3	3	0	0	0	0	0	0
CT-11 (#)	25	24	0	1	0	0	0	0
CT-12 (#)	46	39	2	5	0	0	0	0
CT-13 (#)	177	165	6	6	0	0	0	0
CT-14 (#)	232	221	2	9	0	0	0	0
CT-15 (#)	124	119	4	1	1	0	1	0
All Other (Unspecified CT) (#)	35	33	. 1	1	0	0	0	0
SES (#)	0	0	0	0	0	0	0	0
Other Senior Pay (Non- SES) (#)	5	5	0	0	0	0	0	0

Total CT Workforce (Permanent) 680 641 16 23 1 0 1 0 (#)									
orkforce 680 641 16 23 1 0	Total CT								
) 680 641 16 23 1 0	Workforce	i i	,	((,	(•	•
(#)	(Permanent)	089	641	16	23	-1	o	r-1	0
	(#)								

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Partial Paralysis [64- 68 or 69]	-	Epilespy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

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Table B4 - Participation Rates For CFTC Grades (Temporary) - Distribution by Disability

	All Employees		Not	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]
CT-1 (#)	0	0	0	0	0	0	0	0
CT-2 (#)	0	0	0	0	0	0	0	0
CT-3 (#)	0	0	0	0	0	0	0	0
CT-4 (#)	0	0	0	0	0	0		0
CT-5 (#)	0	0	0	0	0	0	0	0
CT-6 (#)	0	0	0	0	0	0	0	0 0
CT-7 (#)	0	0	0		0	0	0	0
CT-8 (#)	0	0	0	0	0	0	0	0
CT-9 (#)	0	0	0	0	0	0	0	0
CT-10 (#)	0	0	0	0	0	0	0	0
CT-11 (#)	0	0	0	0	0	0	0	0
CT-12 (#)	1	1	0	0	0	0	0	0
CT-13 (#)	2	2	0	0	0	0	0	0
CT-14 (#)	1	0	0		0	0	0	0
CT-15 (#)	1	1	0	0	0	0	0	0
All Other (Unspecified CT) (#)	4	4	0	0	0	0	0	0
SES (#)	5	5	0	0	0	0	0	0
Other Senior Pay (Non- SES) (#)	0	0	0	0	0	0	0	0

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		0	
		14	
otal CT	es.	ary)	

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Paralysis [64-	Complete Paralysis [71- 78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
0	0	0		$0 = \mathbb{R}^{n \times n \times n \times n \times n}$	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0		0	0	0	0
0.	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0.000	0
0	0	0 100	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

									OR WAGE				4100	<u> </u>
WD/WG WL/WS Ot Wage Grade	her	TOTAL	No Disability	Not Identified	Disability[0	Targeted Disability	Hearing [16/17 or	Vision [23/25 or	Missing Extremities[28	Partial Paralysis [64-	Complete	d Disabili Epilepsy [82]	Severe Intellectual	Psychiatric Disability
	_		[05]	[01]	6-94]	Disability	18]	21]	, 32-38 or 30]	68 or 69]	78 or 79]		Disability [90]	[91]
Grade - 01	#	0 :	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade 02	%	0	.0	0	0	0	0	0	0	0	0	0	0	0
Grade - 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04	#	0	0	0	0	0	0	.0	0	0	0	0	0 6	0
Grade - 04	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Cdo OF	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	%	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	0	0	0	0	0	0	0	0	0	0	646.0	0.	0
Grade - 06	%	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 07	%	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 08	%	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 09	%	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	0	0	0	0	0	0	0	0	0	0	o	0	0
Grade - 10	%	0	0	0	0	0	0	0	.0	0	0	0	0	0
	#	0	0	0	0	0	0	0	0	0.10	0	0	0.0	-0
Grade - 11	%	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	%	0	0	0	0	0	0	0	0	0	0	0	0	0
•	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13	%	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 14	%	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15	%	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Grades	%	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	0	0	0	0	0	0	0	0	0.000	0	0	0	0

Dwarfism [92] 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
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			Table E	6: PART	ICIPATIO	N RATES	FOR MAJ	OR OCCU	PATIONS -	Distribut	tion by Di	sability		
			Tot	al by Disa	ability Sta	tus	-		De	tail for	Targete	d Disabi	lities	
Job Title-Seri	es	TOTAL	No Disability [05]	Not Identified [01]	Disability[0 6-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities[28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]
ECONOMIST-	#	58	56	1	1	0	0	0	0	0	0	0	0	0
0110	%	0	0.9655	0.0172	0.0172	0	0	0	0	0	0	0	0	0
AUDITOR-0511	#	43	42	1	0	0	0	0	0	0	0	0	0	0
AODITOR OSII	%	0	0.9767	0.0233	0	0	0	0	0	0	0	0	0	0
ATTORNEY-0905	#	278	258	6	14	11	0	1	0	0	0	0	0	0
ATTORNET 0905	%	0	0.9281	0.0216	0.0504	0.0036	0	0.0036	0	0	0	0	0	0
GRAL BUS &	#	41	39	1	1	0	0	0.	0	0	0	0	0	0
INDST-1101	%	0	0.9512	0.0244	0.0244	0	0	0	0	0	0	0	0	0
GRL INSP INV	#	62	57	4	1	0	0	0	0	0	0	0	0	0
COMPL-1801	%	0	0.9194	0.0645	0.0161	0	0	0	0	0	0	0	0	0
IT MGMT-2210	#	57	56	1	0	0	0	0	0	0	0	0	0	0
11 140141-2210	%	0	0.9825	0.0175	0	0	0	0	0	0	0	0	0	0
	#					0			French .					
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
	#					0								
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
	#					0								
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
	#					0								
	%	0	0	0	0	0	0	0	0	0	0	0	0	0

					Table	B7: AP	PLICATION	ONS AND	HIRES by	y Disabili	ty			
			Tota	l by Disa	bility Sta	tus			D	etail fo	r Targel	ed Disabi	lities	
Job Title-Sei	ies	TOTAL	No Disability [05]	Not Identified [01]	Disability[06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremitie s[28, 32- 38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]
Schedule A		in the state of the control of the state of	- Color (September Sentral Sen	Company of the Compan	entific Comment Description and Carlot Research	The house the second se	Marie Carlos (1907) 1900 (1900) 1900 (1900) 1900 (1900) 1900 (1900) 1900 (1900)	the state of the s	and the second s	AND THE RESERVE OF THE PARK AND AND AND AND AND AND AND AND AND AND	Anna Carlo	THE STATE OF THE S	TOTAL AND AND AND AND AND AND AND AND AND AND	Maria and Carlotte Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual A
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires	#	98	87	1	10	0	0	0	0	0	0	0	0	0
	%	0	0.887755	0.010204	0.10204	0	0	0	0	0	0	0	0	0
Voluntarily Iden	tified	(Outsic	de of Sche	dule A Ap	plicants)	Manager (1994)		**************************************	tte de a secont til mende med til med second til gjelegene, og filme	orania na Gilla III (1905 - 1111 il antigratione de par	obsessorance abilitative externation of the contraction of the contrac	ar pingan menggapak ng panahanan jarun salahan panahan panahan panahan panahan panahan panahan panahan panahan	Anna (1995) (1996) (1996) (1996) (1996) (1996) (1996) (1996) (1996) (1996) (1996) (1996) (1996) (1996) (1996)	t da autorio de altrante comme e treme e tropagidi dibili
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	- o
	%	0	0	0	0	0	0	0	0	0	0	0	0	0 .
Hires	#	98	87	1	10	0	0	0	0	0	0	0	0	0
ires	%	0	0.887755	0.010204	0.10204	0	0	0	0	0	0	0	0	0
Job Title-Series:														
Total Received	#	0		recommendado										
Voluntarily	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Identified	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified of those	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Identified	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected of those	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Identified	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Title-Series:														
Total Received	#	0								100700 10000 71				
Voluntarily	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Identified	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified of those	#	0	0	0	0	0	0	0	0	0.0	0	0	0-141	0
Identified	%	0	0	0	0	0	0	0 .	0	0	0	0	0.	0
Selected of those	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Identified						P	4							

Dwarfism [92]	0 0 0	0 0	0 0 0 0	0 0

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	Oliva Maddine Debend	era a verili (Mariani era y 1894), de a a a antida a menera	Ta	ble B8:	NEW HIR	ES By Ty	pe of Ap	pointme	nt - Distr	ibution l	by Disabi	lity		
			Tota	l by Disa	bility Sta	itus			De	etail for	r Target	ted Disab	ilities	
Type of Appointment		TOTAL	No Disability [05]	Not Identified [01]	Disability[0 6-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]		Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]
Darmana	#	89	78	1	10	0	0	0	0	0	0	0	0	0
Permanent	%	0	0.876404	0.01124	0.11236	0	0	0	0	0	0	0	0	0
Tamasara	#	9	9	0	0	0	0	0	0	0	0	0	0	0
Temporary	%	0	1	0	0	0	0	0	0	0	0	0	0	0
Non-	#	0	0	0	0	0	0	0	0	0	0	0	0	0
Appropriated	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	#	98	87	1	10	0	0	0	0	0	0	0	0	0
Total	%	0	0.887755	0.0102	0.102041	0	0	0	0	0	0	0	0	0
Prior Year	%	1	0.9583	0	0.0417	0	0	0	0	0	0	0	0	0

	Dwarfism [92]	.0	1000	0	0	0	0		0	0
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			Tota	al by Disa	bility Sta	itus			Det	tail for	Target	ed Disabi	lities		
Internal Competitive Promotions	то	DTAL	No Disability [05]	Not Identified [01]	Disability[06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfisn [92]
lob Title-Series:	Harkeyi ili				inneriosis jejelis	lada tatag _{ij} ak 17	Seed opposite		ทางหลุดสู่รัฐอุติส์ ระหระสำ เ	ligip di Promo.	saggija i Moses	di anggari sebilih 1999		Maria de garto Maria e Avalle). Nota	Interval 1 1 19
Takal Applications Described	#					0		king i jan kana		stockým demo _{st}	est did to medicing			Deskip visites ki etki K	
Total Applications Received	%		0	0	0	0	0	0	0	0	0	0	0.0	0	0
0	#	Collection	girtisiyas:	geligebleken).	gradia sergi.	0				Paristricity of the	X XX				Aller Mary
Qualified	%	y. 141.144	0	0	0	0	0	0	0	0	0	0	0	0	0
	#					0		ają parkininki	geschiebeng	ja jerkilajejej				· NAME OF STATE	
Selected	%		0	0	0	0	0	0	0	0	0	0	0	. 0	0
Relevant Applicant Pool	%		ja juridang.	juli verop								xeif teege.			
ob Title-Series:															
	#			gaf (18 garan) ang ibingga Staden dengan pangalasi		0	<u>Salaranjara</u>						Kondyettert e		
Total Applications Received	%		0	0	0	0	0	0	0	0	0	0	0	0	0
	#					0		4-43-33	1244243324						
Qualified	%	i. Sprint	0	0	0	0	0	0	0	0	0	0	0	0	0
	#			Paga sylvatili		0							An engalogia eta	1	100.00
Selected	%		0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%			(See though)			jajos ere ere eli ig	galand seksi		5 - 1 - Y - 110	M. A FIRE				
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Total Applications Received	%		0	0	0	0	-0	0	0	0	0	0	0	0	0
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Qualified	%		0	0	0	0	0	0	0	0	0	0	0	0	0
	#					0									
Selected	%		0	0	0	0	0	0	0	0	0	0	0	0	0
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JOD Title Scries.	T#					0				Line Let see			ing in the latest the plant and		
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Qualified	%	elektronia elektronia	0	0	0	0	0	0	0	0	0	0	0	0	. 0
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Selected	%		0	0	0	0	0	0		0	0	0	0	0	_
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Selected	%		0	0	0	0	0	0.	0	0	- 0 . :		0	0	0
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Job Title-Series:						Ī.,					- 111		¥.		·
Tabel And Handley Brands of	#		-			0									
Total Applications Received	%		0	0	0	0	0	0	0	0	0	0	0	0	0
	#					. 0									
Qualified	%		0.	0	0	0	0	0	0	0	ō	0 .	0	0	0
Calantad	#					0									
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Total Applications Received	%		0	0	0	0	0	0	0	0	0	0	0	0	0
	#					0									
Qualified	%		0	0	0	0	0	0	0	0	0	0	0	0	0
	#					0									
Selected	%		0	0	0	0	0	0	0	0	0	0	0	0	0
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Total Applications Received	%		0	0	0	0	0	0	0	0	0	0	0	0	0
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			Table B:	LO: NON	-COMPET	ITIVE P	ROMOTIC	NS - TIM	IE IN GRA	DE by D	isability			
			Tota	al by Disa	bility St	atus			De	tail for	Target	ed Disab	ilities	
Non-Competitive Promotions		TOTAL	No Disability [05]	Not Identified [01]	Disability[06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	,	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]
al Employees in Career Ladder	19	17	0	2	0	0	0	0	0	0	0	0	0	
Total Elliployees III Career Lauder	Employees in Career Ladder %		0.894737	0	0.105263	0	0	0	0	0	0	0	0	0

Time in Grade in excess of minimum														
1-12 months	#	15	13	0	2	0	0	0	0	0	0	0	0	0
1-12 monus	%		0.866667	0	0.133333	0	0	0	0	0	0	0	0	0
13-24 months	#	1	1	. 0	0	0	0	0	0	0	0	0	0	0
13-24 Honds	%		1	0	0	0	0	0	0	0	0	0	0.44	0
25+ months	#	3	3	0	0	0	0	0	0	0	0	0	0	0
25T Hollens	%		1	0	0	0	0	0	0	0	0	0	0	0

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Dwarfism
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	Tabl	e B11:	INTERN	AL SELEC	TIONS FO	R SENIC	OR LEVEL	(GS 13/	14, GS 15	, SES) P	OSITION	S by Disab	ility		
			Tot	al by Dis	ability Sta	itus			De	etail for	Target	ted Disab	ilities		
Internal Selections Senior Level	s for	TOTAL	No Disability [05]	Not Identified [01]	Disability[0 6-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Plan - Grade: GS-13														Managari da Para da Para da Para da Para da Para da Para da Para da Para da Para da Para da Para da Para da Pa	
Relevant Pool	%														
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<u>%</u> #	0				0	0					0			<u> </u>
Qualified	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected	#					0									
	%	0] 0	0	0	0	0	0	0	0 .	0	0	0	0	0
Plan - Grade: GS-14		***************************************					÷.								
Relevant Pool	%							1/							
Total Applications	#	11.				0									
Received	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	#	1.0				0									
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected	#					0									
Plan - Grade: GS-15	%	0	0	0	0	0	0	0	0	0	0	} 0	0	0	0
and the second s	-	.					<u> </u>		in a second	<u> </u>	La Company			1.	
Relevant Pool	%														<u> </u>
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.0001704	%] 0		U	U	1	U	1 0	0	U	<u> </u>	<u> </u>	U	U	T
Qualified	# %	0	0	0	0	0	0	0	0	0	0	0	0	0	0
						0					<u> </u>				
Selected	# %	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: SES							<u> </u>	. 10.							
Relevant Pool	%				ind _e adine.									<u>.</u>	
Total Applications	#					0									
Received	%	0	0	0	0	0	0	0	0	0	0	0	0.:	0	0_
Qualified	#					0							24.2		
	- %	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected	#_					0									
"Relevant Applicant Po	%	0	0	0	0	0	0	0	0	0	0	0	0:	0	0

	ra <u>n ne ne ne ne ne ne ne ne ne ne ne ne ne</u>	POOL NOOT HIS CONTRACT OF THE POOL NAME	Tab	le B12: PA	RTICIPAT	ION IN CA	REER DE	VELOPN	/IENT - Distril	bution by I	Disability		ATTURNESS ACCOUNTY OF THE PROPERTY ASSESSMENT OF	initi para sa kaka kaka a <mark>mina kan</mark> a mina ang masa sa masa kana sa maga mang mang mang mang mang mang man
Career Development			Tota	bility Sta	ntus	Detail for Targeted Disabilities								
		TOTAL	No Disability [05]	Not Identified [01]	Disability[06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities[2 8, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]
Career Developme	ent Prog	rams fo	r GS 5-1:	2		and the second s	Wallian and a state of the stat	and the second		ATT TO THE REPORT OF THE PARTY	Anna Anna ann an Anna Anna Anna Anna An		<u> </u>	
Slots	#						netri e seditire e							
Relevant Pool	%		0	Ó	0	0	0	0	0	0	0	0	0	0
	#					0								
Applied	%		0	0	0	0	0	0	0	0	0	0	0	0
Participants -	#					0								
	%		0	0	0	0	0	0	0	0	0	0	0	0
Career Developm	ent Prog	rams fo	r GS 13-	14										
Slots	#													
Relevant Pool	%		0	0	0	0	0	0	0	0	0	0	0	0
	#					- 0								
Applied	%		0	0	0	0	0	0	0	0	0	0	0	0
Participants	#					0_								
raiticipants	%		0	0	0	0	0	0	0	0	0	0	0	0
Career Developm	ent Prog	rams fo	r GS 15	and SES										
Slots	#													
Relevant Pool	%		0	0	0	0	0	0	0	0	0	0	0	0
	#					0								
Applied	%		0	0	.0	0	0	0	0	0	0	0	0	0
Participants	#					0								
raiticipalits	%		0	0	0	0	0	0	0	0	0	0	0	0

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

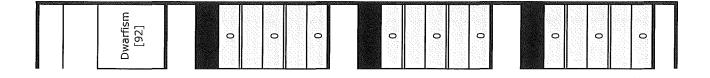


			Table B1	3: EMPL	OYEE RE	COGNIT	ON AND	AWARD:	S - Distrib	ution by	Disabilit	ty	minor and the second se		
Recognition or Award Program # Awards Given Total Cash			Total by Disability Status				Detail for Targeted Disabilities								
		TOTAL	No Disability [05]	Not Identified [01]	Disability[0 6-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	
Time-Off Awards, 1-9 ho	urs	god vo silikossa nakon nakon — je i <u>konstru nako</u>		- garage and a second a second and a second and a second and a second and a second and a second and a second and a second and a second and a second	ALL CONTROL OF THE PARTY OF THE	Section of the sectio					and the second s	September 1980	-	<u> </u>	
Total Time-Off Awards Given	#	175	166	2	7	0	0	0	0	0	0	0	0	0	
iotai iiiie-oii Awarus Given			0.9485714	0.0114286	0.04	0	0	0	0	0	0	0	0	0	
Total Hours		1472	1394	18	60	0	0	0	0	0	0	0	0	0	
Average Hours		8.411429	8.39759	9	8.57143	0			A contract of the contract of			The second secon	200 WHIII IA A A A A A A A A A A A A A A A A		
Time-Off Awards - 9+ ho	ours														
	#	130	127	2	1	0	0	0	0	0	0	0	0	0	
Total Time-Off Awards Given	%		0.9769231	0.0153846	0.007692	0	- 0	0	0	.0	0	0	araya o kami	0	
Total Hours		2767	2708	32	27	0	0	0	0	0	0	0	0	0	
Average Hours		21.28462	21.3228	16	27								i in		
Cash Awards: \$100 - \$5	00	Section 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1			Control of the second			of a second seco	ateriariam IIII III - Campa (Contrario de Constante e misso	A		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		2 - Communicación de la Co	
		15	13	1	1	0	0	0	0	0	0	0	0	0	
Total Cash Awards Given	# %		0.8666667	0.0666667	0.066667	0	0	0	0	0	0	0	0	0	
Total Amount		6600	5600	500	500	0	0	0	0	0	0	0	0	0	
Average Amount		440	430.769	500	500			par vilum in in Vigo		PARATE					
Cash Awards: \$501+	(I)	WANTED TO THE PARTY OF THE PART	ok menin inisahinan dari			99. V Million (Programme and pr	and the same of th	A TOTAL AND THE STATE OF THE ST	, on the second	entre en en en en en en en en en en en en en		Manual Santana Manual M	The second secon	
		466	443	9	14	1	0	1	0	0	0	0	0	0	
Total Cash Awards Given	# %		0.9506438	0.020316	1.555556	0.071429	0	#DIV/0!	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	
Total Amount		953088	915373	14515	23200	4000	0	4000	0	0	0	0	0	0	
Average Amount		2045.253	2066.3	1612.78	1657.14	4000		4000							
Quality Step Increases:			A STATE OF THE STA		A CONTRACTOR OF THE STATE OF TH			and the second of the second o	0.0000000000000000000000000000000000000						
Total OCT Award	#_	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total QSI Award	%	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Benefit	-	0	0	0	0	0	0	0	0	0	0	0	0	0	
Average Benefit															

Dwarfism [92] 0 0 0	0 0 0	0 0 0	0 0 0	0 0
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			T	able B14	: SEPAR	ATIONS	By Type	of Separa	ation- Dis	tribution	by Disabi	lity		March to the described to the control of the contro	
Type of Separation			Tota	al by Disa	bility Sta	atus	Detail for Targeted Disabilities								
		TOTAL	No Disability [05]	Not Identified [01]	Disability[06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	
		53	51	1	1	0	0	0	o	0	0	0	0	О .	
Voluntary	%	0	0.962264	0.018868	0.018868	0	0	0	0	0-	0	0	0	0	
Involuntary	# %	1 0	0		1	0	0 #DIV/0!	0	0 #DIV/0!	0 #DIV/0!	0	0 #DIV/0!	0 #DIV/0!	#DIV/0!	
Total Separations	#	54	51	1	2	0	0	0	0	0	0	0	0	0	
Total Separations	%	0	0.944444	0.018519	0.037037	0	0	0	0	0	0	0	0	0	
Total Workforce	#	680	641	16	23	1	0	1	0	0	0	0	0	0	
Total Workforce	17	<u> </u>	<u> </u>	<u> </u>											